

Historic, Archive Document

Do not assume content reflects current scientific knowledge, policies, or practices.

Reserve
a KF4755
U5

Equal Opportunity Report USDA Programs 1976

MAR 30 1977

U.S. DEPT. OF AGRICULTURE
NATIONAL AGRICULTURAL LIBRARY



EQUAL OPPORTUNITY REPORT
USDA PROGRAMS
1976

CONTENTS

		<u>PAGE</u>
PREFACE	James Frazier, Director Office of Equal Opportunity	1
ORGANIZATIONAL CHART		3
SECTION 1	Compliance and Enforcement	6
SECTION 2	Program Planning and Evaluation	26
SECTION 3	Contract Compliance	158
SECTION 4	Minority Business Assistance	198

June 1977

PREFACE

The Office of Equal Opportunity (OEO) is the staff office of the Department of Agriculture responsible for (1) providing leadership and direction to assure nondiscrimination and equal opportunity in USDA programs and (2) promoting equal opportunity employment at facilities of Federal Contractors designated by the U.S. Department of Labor. OEO's functions are carried out by the Office of the Director and four divisions: Contract Compliance Division, Compliance and Enforcement Division, Program Planning and Evaluation Division and Minority Business and Indian Affairs Division.

This is the fifth annual OEO report. Each OEO division has a section in this report that details and provides the important facts and findings about their work during 1976. In addition to describing the work of OEO, the report includes extensive statistical information on minority participation in a number of USDA programs and the employment status of minorities and women at facilities of Federal contractors designated by the U.S. Department of Labor for review by OEO.

Some of the most important OEO accomplishments include:

- Evaluating and revising compliance review procedures in six major USDA program agencies.
- Establishing a Civil Rights Impact Review System for important policy action.
- Effecting an increase in the value of minority contracts awarded under Section 8(a), from \$4.1 million to \$6.4 million.
- Performing over 530 contract compliance reviews of Federal facilities. As a result of affirmative action programs established by contractors, nearly 2,700 new minority hires are projected at these facilities in 1977.
- Strengthening the lines of communication with American Indians while working to increase USDA assistance to them.

Some of the most important findings about minority program participation in 1975 were:

- Minorities received 321 (3.1 percent) of the 10,423 farm ownership loans made by the Farmers Home Administration in

1975. The average value of farm ownership loans made to Whites was \$33,765 while the average value of farm ownership loans made to minorities was \$20,355--60 percent of the average value of loans to Whites.

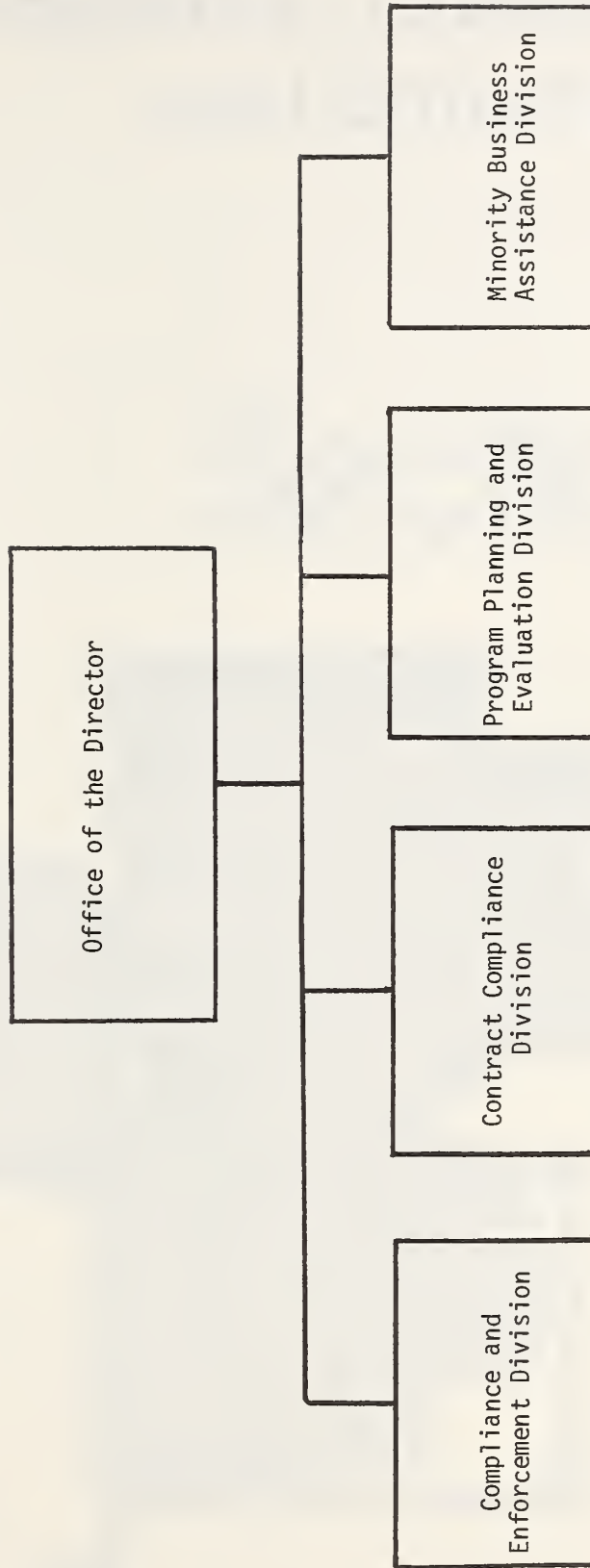
- Minorities received 14.7 percent of the rural housing loans made by the Farmers Home Administration--the lowest percentage since 1965. The number of rural housing loans made to minorities was 15,116, a decrease of 7.2 percent from the previous year and also a 44.1 percent decrease from the highest number of rural housing loans to minorities (27,065) in 1972.
- The proportion of segregated 4-H club units operating in racially-ethnically mixed communities was 21.1 percent in 1975 compared with 19.8 percent in 1974.
- Forty percent of the Black eligible operating units in the South in 1975 were Soil Conservation Service cooperators. For Whites, the figure was 59 percent. As in previous years, the States with highest percentage of Black operating units that were cooperators are the States with a minority technical advisor on the State's Conservation Staff. An analysis of 342 counties in five of the States disclosed 92 counties with significant disparities in rates of participation.
- In 1975, in 25 States where most rural minority persons live, 3 percent of the members of rural electric cooperative boards of directors were minority persons.

This report is published to provide USDA program managers and equal opportunity staffs with information that will assist them to promote equal opportunity for all persons in USDA programs regardless of race, color, sex, religion or national origin.



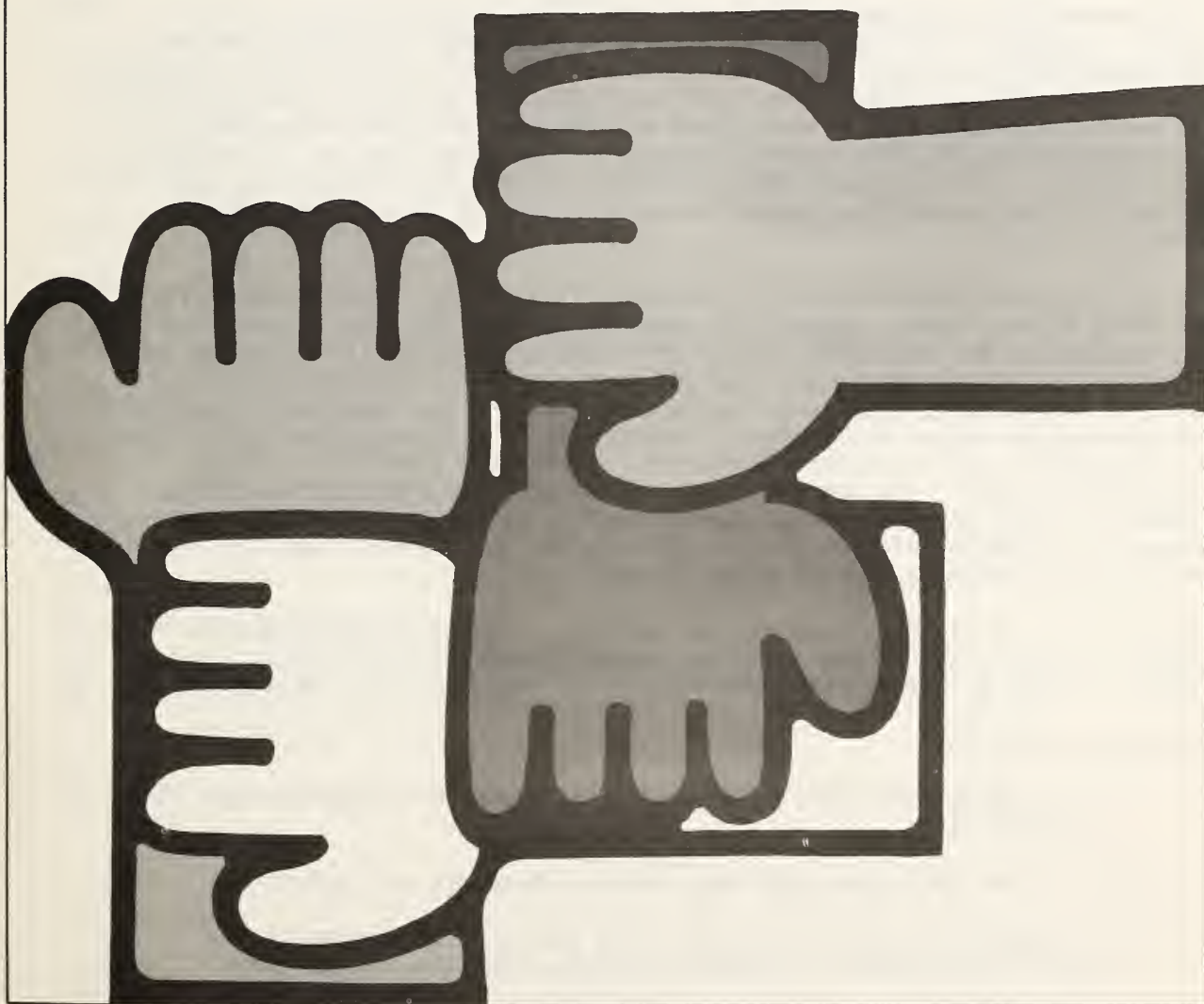
JAMES FRAZIER
Director

UNITES STATES DEPARTMENT OF AGRICULTURE
Office of Equal Opportunity



USDA Programs: Compliance and Enforcement

Section 1



COMPLIANCE AND ENFORCEMENT DIVISION

INTRODUCTION

The mission of the Compliance and Enforcement Division (C&E) is to insure that equal opportunity is a reality for all citizens participating in Title VI federal assistance programs and direct assistance programs, both of which are operated by agencies within the U.S. Department of Agriculture. Discrimination because of race, color, or national origin in USDA programs and benefits is prohibited by Title VI of the Civil Rights Act of 1964 as well as by Departmental Rules and Regulations published in Title 7 of the Code of Federal Regulations, Part 15. C&E specialists review civil rights compliance activities for over 40 Title VI assistance programs among twelve USDA agencies. In this capacity C&E specialists work in conjunction with those agency program coordinators who have the prime responsibility for implementation of civil rights requirements (Tables 1-1 and 1-2 reflect the Title VI and Direct Assistance workload carried by individual agencies). An additional component of the C&E mission is to conduct on-site compliance reviews of USDA programs and activities and to resolve complaints of discrimination.

1976 proved to be a decidedly important year of change with respect to the general procedures utilized in C&E to carry out the mission of the Division. C&E specialists evaluated the effectiveness of the tactics and methods normally used in C&E mission accomplishment and concluded that (1) the general mission of C&E would be aided by the establishment of specific, pertinent objectives of a short-term nature and more general goals of a long-term duration (2) because of the reduction of equal opportunity specialist positions, C&E needed to devise a method of effective mission accomplishment in spite of the reduced human resources.

Accordingly, the Compliance and Enforcement Division instituted changes within two prime areas. First, specialists were reorganized into four teams. One team was responsible for resolving civil rights complaints in Title VI programs and direct assistance programs; one team was responsible for developing special-emphasis civil rights compliance review projects; and two teams were responsible for keeping abreast of civil rights developments in program matters and in conducting much of the field work involved in the various compliance reviews accomplished by C&E. In order to insure meaningful and constructive critical feedback to this reorganization, the specialists of C&E, led by C&E management, planned to evaluate this reorganization to assess the degree to which it is contributing to effective mission accomplishment.

Secondly, C&E specialists incorporated concepts contained in Management by Objective principles and developed four major objectives. Each objective included a series of action steps which contained timetables for completion.

Objectives included:

- (1) evaluating the (cost) effectiveness of agency compliance review procedures
- (2) revising C&E's own compliance review procedures and reports
- (3) implementing procedures which would result in more productivity from field travel, in terms of both cost and time expenditures

TABLE 1-1.--TITLE VI AND DIRECT ASSISTANCE ENFORCEMENT ACTIVITIES FOR FY 76

AGENCY	EXPENDITURE 1/	WORK-YEARS	NO. OF COMPLAINTS	NO. OF COMPLIANCE REVIEWS
AMS	46.9	2.2	1	3045
APHIS	213.0	3.1	0	2718
ASCS	121.4	4.9	2	1695
CSRS	9.0	0.3	0	0
ES	260.0	9.9	9	9
FCIC	79.0	5.0	2	2
FCS	1.0	.05	0	1
FmHA	429.0	19.0	166	3759
FNS	1183.0	79.1	29	5667
FS	271.0	26.7	4	2131
OA	338.2 <u>3/</u>	7.9	0	0
OEO	1239.4	48.0	0 <u>2/</u>	190
OGC	36.0	2.0	0	0
OI	147.0	2.5	0 <u>2/</u>	0
REA	333.0	12.5	0	1087
SCS	157.0	226.0	0	686
Total	4863.9	449.15	213	20990

1/ Reported in thousands

2/ OEO handles and processes complaints received by the agencies, while OI conducts investigations into complaints as requested by OEO and other agencies

3/ Expenditure shown for OA is for civil rights included in program audits

TABLE 1-2. TITLE VI COMPLIANCE REVIEWS FOR 1976

AGENCY	:	TOTAL	:	ONSITE	:	ONSITE	:	FOUND IN	:	FOUND
	:	CONDUCTED	:	PRE-	:	POST-	:	NON-	:	IN
	:		:	APPROVAL	:	APPROVAL	:	COMPLIANCE	:	COMPLIANCE
FmHA	:	3,759	:	1,673	:	2,086	:	3	:	3,756
ASCS	:	1,689	:	0	:	1,689	:	0	:	1,689
SCS	:	686	:	0	:	686	:	0	:	686
REA	:	1,087	:	815	:	272	:	52	:	1,035
FS	:	2,131*	:	45	:	1,502	:	1	:	2,130
AMS	:	1	:	0	:	1	:	0	:	1
APHIS	:	18	:	0	:	18	:	0	:	18
FNS	:	5,667	:	0	:	5,667	:	8	:	5,659
ES	:	9	:	0	:	9	:	0	:	9
FCS	:	1	:	0	:	1	:	0	:	1
TOTAL	:	15,048	:	2,533	:	11,931	:	64	:	14,984

* Figure includes 584 audits

- (4) improving the effectiveness of the Indian Desk and increasing its responsibilities in order to improve delivery of USDA services to Indians and tribal groups.

Objective No. 1 proved to be the most concentrated and singularly most important undertaking by C&E personnel during 1976. Specialists approached this effort with a three-pronged thrust which consisted of (a) meetings between C&E specialists and agency officials at the National office level to discuss each agency's civil rights compliance review programs (b) a complete analysis of agency review guides, forms and written procedures utilized by agency officials (c) field monitoring of the actual compliance review procedures utilized by agency officials.

In order to accomplish the goals contained in objective No. 2 and No. 3, C&E specialists devised the concept of special-emphasis civil rights compliance review projects. The purposes of special-emphasis projects are:

- 1) to assess the degree of minority participation in the particular USDA program being reviewed
- 2) to identify the barriers to meaningful participation of minority persons in that program
- 3) to determine the program's civil rights compliance status
- 4) to devise specific action steps which would result in meaningful minority participation
- 5) to insure that equal opportunity in that program's activity is established and continued.

The methodology utilized in developing a special-emphasis project is that, preceding the concentrated project effort, one specialist assigned to a special project would (1) develop a specific proposal outlining the purposes and objectives of the particular special project (2) conduct background research into the history of the program to be reviewed (3) develop an interview guide, unique to the program in question, which would aid in extracting pertinent and accurate information during the interviewing of persons and the analysis of documents - both of which are vital components of the field work being conducted.

A team of 3-4 specialists then conducts field work, country-wide, on a specified number of pre-selected sites of program activity. Field work - which can take the form of field reviews, surveys, etc. - is followed by the writing of a project summary report. The function of the report is to document observations of specific problem areas and develop general recommendations applicable to the program as a whole. The report is used in negotiating necessary changes to insure meaningful minority participation in program activity. An integral component of the results of a special-emphasis project is that C&E personnel and agency personnel are to pointedly insure that meaningful follow-up is initiated to determine the specific corrective actions, taken by local program personnel, which have been designed to insure equal opportunity for participation in each local program in question.

During 1976 this concept was applied to recreation associations receiving federal assistance from the Farmers Home Administration. This served as the initial test of translating from theory into practice the goal of intensive concentration on a single program. Individual reports on the 40 recreation associations reviewed, as well as the summary report on the project as a whole, are presently being finalized. Future plans call for a special-emphasis project to be applied

during the summer of 1976 to summer camps administered by the Food and Nutrition Service, the Forest Service, and the Extension Service.

In addition to efforts on behalf of the four plans of action of the Compliance and Enforcement Division, specialists remained active in other civil rights pursuits. Through reports and meetings C&E specialists continued to serve a liaison function between the Department of Justice, the Office of Management and Budget, and USDA agencies on various civil rights matters. In addition, specialists played a needed role as a contact point for outside interest groups. Specialists also kept abreast of developments in civil rights matters - and often actively contributed to the advancement of same - by participating in a variety of conferences and meetings. Specialists also continued to assist agencies with their civil rights training needs, as requested.

1976 saw C&E completing a special survey, begun in 1975, on the degree of effectiveness of USDA program delivery to migrant farmworkers. Work on the special survey, which included field trips into eight States, resulted in a report titled "USDA Reports on the Migrant Farm Worker...America's Forgotten Farmer." As a result of observations made and interviews conducted during the field work, C&E specialists developed recommendations to apply to the three agencies - FNS, ES, and FmHA - who service migrant workers.

As a result of C&E recommendations contained in the report, FNS has devised alternate means of verifying migrant income and has established procedures to monitor the effectiveness of its Food Stamp Program at locations of peak migrant employment. In addition officials of the Special Supplemental Food Program for Women, Infants, and Children (WIC) have eliminated their residency requirements for migrants who wish to participate in the program. WIC officials are currently considering the development of food vouchers which would allow acquisition of small quantities of food which would not require refrigeration.

Of note is the fact that requests for this OEO's migrant survey report have been received from governmental agencies, community action groups, and various individuals throughout the United States. In addition, a copy of the report is currently on file in the Library of Congress in Washington, D.C.

COMPLIANCE REVIEW EVALUATION PROJECT

USDA agencies are charged with the responsibility for assuring that their programs are administered free of any discriminatory effects. Technically, those agencies administering assistance programs are required by Departmental regulations (7 CFR 15) to periodically review those programs for compliance with civil rights requirements. Reports provided annually to C&E have shown that the many thousands of reviews conducted by agency officials uncover few instances of noncompliance. Since these reviews represent the only real appraisal of equal opportunity for USDA; and since OEO onsite reviews have continually revealed serious situations of noncompliance, C&E decided on a major evaluation effort to determine review effectiveness.

Six of the major program agencies (ES, FmHA, FNS, FS, REA, SCS) were selected for an in-depth evaluation and analysis process consisting of:

- Meetings with agency officials at the National office level to discuss each agency's civil rights compliance procedures.
- Analysis of all agency review guides, forms, and written procedures.

- Extensive field monitoring of actual review procedures. 1/

The overall evaluation indicated that in most cases reviews*lacked the scope and administrative accountability necessary to cope with the covert and subtle types of discrimination which deny equal access to program benefits. The following factors observed during the evaluation accounted for the basic ineffectiveness of reviews:

- Lack of firm responsibility at key levels within organizational systems to assure accountability for reviews.
- Lack of uniform and standard procedures and guides.
- Lack of sound review techniques. 2/
- Lack of Federal and Departmental coordination which creates duplication of review responsibility and confusion and hostility on the part of recipients.
- Lack of systematic procedures to monitor Direct Assistance programs. 3/

The above observations are general and do not apply to all agencies in each case. Moreover the manner in which they do apply is different for each agency since USDA assistance programs vary widely in administrative techniques. To assist the individual agencies, therefore, in developing more effective review procedures, detailed draft reports documenting the basis for the above observations were sent to the administrators and their civil rights staffs. These reports contained specific observations of problems and recommendations to develop on a systematic basis more effective civil rights reviews. Recommendations for change included:

- . Assigning full responsibility for coordinating, conducting and evaluating reviews at key levels of program administration to assure accountability.
- . Standardizing review procedures nationwide on a program basis to create a uniform approach to all reviews.
- . Conducting fewer routine type reviews and utilizing the savings to add depth and intensity to selected reviews thereby assuring the Secretary that USDA programs are truly being checked for compliance with equal opportunity laws and regulations.

1/The field analysis included visits to 46 regional and State offices to interview program directors about review procedures, observation of 74 onsite reviews being conducted by program personnel, and evaluation of over 2600 compliance review reports.

2/C&E observed that in most cases no minority participants or potential ones were contacted; records were not checked; and available participation data was not used to check on whether minority persons received equal notification and opportunity to participate in programs. It was also determined from some interviews that Federal personnel conducting reviews were reluctant to probe deeply in reviews where Federal-State relationships are involved.

3/Of particular concern to C&E is the need to monitor FmHA loans to individuals for rural housing and farm ownership and operation at the local county level.

- . Eliminating duplication (and the confusion and hostility created by two or more agencies monitoring the same recipient) by establishing firm agreements between departments and agencies assigning review responsibility to primary program agencies. 4/
- . Developing better overall techniques used by reviewers through intensive training. 5/
- . Establishing systematic, built-in procedures for monitoring Direct Assistance programs including the evaluation of local unit participation data showing program use by minority groups for desk reviews.

Recommendations were discussed with agency program officials in the Fall of 1976 and in some cases were modified on a feasibility basis. Under the direction of the Assistant Secretary for Administration, a common department wide approach is now being developed prior to providing individual agencies with proposed plans of action for bringing about change in review procedures. To further assist agencies in implementing more effective reviews, C&E will develop a training package, assist in the development of new agency review guides, monitor review systems and provide feedback to the agencies on their effectiveness.

SPECIAL-EMPHASIS REVIEWS OF RECREATION ASSOCIATIONS

During October, November, and December of 1976, C&E specialists conducted 40 civil rights compliance reviews of recreation associations which had received either direct or insured loans from the Farmers Home Administration. The reviews had been prompted by a previous determination by the Compliance and Enforcement Division that several FmHA-financed recreation associations were in noncompliance with Title VI of the Civil Rights Act of 1964.

The objectives of this special-emphasis project were (1) to assess the degree to which recreation associations are open to minority persons and are complying with Title VI requirements (2) to identify the barriers to the spirit and the letter of compliance with Title VI requirements (3) based on the findings of this special-emphasis project, to work with FmHA to correct equal opportunity problems existing in the recreation associations.

Recreation associations in 21 states were chosen for this special series of reviews. The 40 clubs were selected out of a total of 795 recreation associations which had received federal assistance. Criteria used in selection included: (1) a representative sampling of the various minority groups which reside within the area served by the club; (2) recreation associations which have displayed a reluctance to comply with Title VI requirements; (3) recreation associations located in geographical areas which have a history of acts of racial discrimination; (4) recreation associations located in states which were widely spaced geographically and which thereby provided diverse patterns of living conditions and social mores.

The overall finding of the study has been that FmHA-financed recreation associations are not serving the entire community which they were designed to serve.

4/Recent regulations published by DOJ, 28 CFR 42, encourage this type of procedure government wide.

5/C&E in most cases also recommended that actual onsite reviews be conducted by a special cadre of program officials rather than just anyone. The belief is that fewer numbers, well trained, will conduct more intensive reviews.

CIVIL RIGHTS FINDINGS IN FmHA RECREATION ASSOCIATION REVIEWS

Equal Opportunity Problem Areas

ENFORCEMENT OF USDA/FmHA COMPLIANCE REGULATIONS

1. No outreach to minority* persons
2. Absence of nondiscrimination statement in publicity
3. No minority contacts in compliance reviews

MEMBERSHIP

1. No minority members
2. Restrictive membership requirements
3. Dues/fees limit minority membership
4. Membership ceiling prevents minority membership

VISIBILITY

1. No media advertising about membership
2. Word-of-mouth publicity only
3. FmHA financing not publicized

CLUB USE BY NON-MEMBER MINORITIES

1. No minorities at social/community functions held at club
2. No minorities in golf tournaments held at club
3. No minority guests at club



* MINORITY refers to the predominant minority group existing in the local community.

The minority community in general and the black community in particular are not encouraged to participate or become members. Outreach by the clubs is for the most part nonexistent. Compliance efforts are limited to the signing of the FmHA Form 400-4 "Nondiscrimination Agreement" (certificate of assurance). Yet several of the associations reviewed had refused, in the past, to sign this certificate of assurance.

Reviewers also found that the extent to which minority persons were members and participants in FmHA-financed recreation associations appeared to be directly attributed to the efforts of federal officials to apprise the minority community of the availability of memberships in FmHA-financed facilities. The lack of participation by minority persons further appeared to be shaped by the community context of each association reviewed. To the extent that integrated housing, integrated schools, and elected minority officials existed in the community, minority memberships and minority participation in recreation associations increased. To a large degree this trend was more evident with hispanic Americans than with black Americans.

Reviewers also were apprised of the fact that the fear of physical violence and loss of jobs served as effective and intimidating deterrents to minority applications for membership.

C&E specialists discovered that most of the associations reviewed were operating on very tight budgets and therefore were in dire need of additional members and revenue. However, there were no organized efforts to attract or recruit potentially eligible black or other minority members. In contrast, to the extent that a large minority population composed the local community, rigid membership requirements existed, including requirements for sponsors, inflated initiation fees and membership dues, and maximum membership requirements. In several instances, club ceiling limits on membership appeared to be arbitrarily and artificially created. Associations with similar facilities had widely varied limits to membership and restrictions in participation, both of which had little relevance to the membership numbers which the club could accommodate.

In addition, there was almost no enforcement by FmHA officials of USDA's own requirements for civil rights compliance. Examples included requirements contained in Title 9 USDA Administrative Regulations and Secretary's Memorandum 1662 Supplement 2, both of which stipulate that (1) each USDA office and recipient which distributes program benefits will take specific action to advise minorities of program availability and the requirement for nondiscrimination (2) all informational materials released to the public will, as appropriate, contain a statement that the program or activity will be conducted on a nondiscriminatory basis.

In spite of chronic financial need in several clubs, which could have been lessened by substantial increases in numbers of members, publicity about membership and membership drives remained informal in nature and consisted mainly of word-of-mouth contact. This word-of-mouth contact almost never crossed racial lines. Newspaper articles written about the recreation associations normally were written at the approximate time of the closing of the loan, which for most clubs took place in the 1960's. With few exceptions, more current news articles did not exist. Also, minority persons, especially Blacks, were rarely, if ever, invited to attend invitational golf tournaments, social functions, and civic functions held on club property. Generally few members of the minority communities potentially served by the recreation associations were aware that the clubs were federally funded.

The conclusion is that the decided majority of the recreation associations (1) consciously and deliberately projected an image as being strictly private country clubs (2) generally do not benefit minority groups - especially black persons - in their respective communities. This same conclusion was reported in 1970 by both the General Accounting Office and by the (then) Assistant Secretary for Civil Rights in USDA. Six years later the situation remains essentially unchanged.

Individual reports on each of the 40 recreation associations are presently being written with a project summary report to follow. Of singular import for 1977 will be (1) the general recommendations to be included in the summary report (2) the follow-up actions to be taken by OEO and FmHA to assure that equal opportunity finally becomes a reality in FmHA-financed recreation associations.

INDIAN DESK

Since its creation on November 1, 1974, the Indian Desk continued to establish itself in the Indian world, in the U.S. Department of Agriculture and in other Federal agencies. Its major objectives have been to coordinate all USDA activities involving assistance available to American Indians and to exert positive efforts to bring these activities to their attention. A major responsibility of this unit, which has a staff of three, has been to represent the Department with Indian communities, reservations and with individuals.

Throughout the year, contacts were made at every opportunity. Approximately seventeen different tribal leaders and delegations from the Indian tribes visited the Indian Desk. Representatives from the Rosebud Sioux, Omaha, Northern Cheyenne and United Tribes of Western Oklahoma were just a few of the visiting delegations. Discussions with the tribal representatives involved the land acquisition loan program, drought relief programs, community facility loan programs and programs to assist tribal farming enterprises, to name just a few. These discussions frequently resulted in further meetings with program experts to advise and assist tribal groups with their specific problems and needs. Indian Desk representatives also visited several Indian communities and reservations during the year. All these contacts have continually increased and improved communications and working relations with the Department.

Three of FY 1976's four surveys of Indian reservations were conducted during calendar year 1976. The Indian Desk participated in the surveys of the Seminole Reservation (January 12-16, 1976), Eastern Band of Cherokee Indians Reservation (March 29-April 1, 1976), and the Cheyenne River Reservation (April 26-29, 1976). These surveys were led by members of the Special Task Force for American Indian Affairs. The Indian Desk staff represented both the Office of Equal Opportunity and the USDA agencies when they were not represented on the survey teams. The purpose of the surveys was to identify the needs of the Indian communities, provide information on USDA programs, work with local USDA agency offices to improve services to Indians and initiate action to resolve procedural or legal barriers to Indian participation in USDA programs. Some examples resulting from the survey findings included the following: (1) a home economist scheduled more visits to the Cheyenne River Reservation (2) a meeting developed between the Cherokee Tribe, the Rural Development Service and the National Endowment for the Arts resulting in a \$5,000 grant from NEA.

The Indian Desk recorded follow-up activities for the surveys, and it also started a comprehensive analysis of the survey process.

Representing the Department at major, national Indian conferences was an important activity for the Indian Desk during the past year. They attended the meetings for the National Congress of American Indians (NCAI) and the National Tribal Chairmen's Association (NTCA). The staff participated in panel discussions and worked on resolution committees. They also supplied USDA program literature and met with Indian tribal leaders at these conferences. The Indian Desk also participated in White House conferences and in meetings with other Federal agencies.

During the past year, the Indian Desk increased its working relationships with Indian Desks in other Departments. It represented USDA at the Subcommittee of the Indian Business Development Committee at the Department of Commerce and the Federal Interagency Committee on Indian Education at the Department of Health, Education and Welfare. The Indian Desk cooperated with DHEW's Administration on Aging by obtaining commitments of several USDA agencies in the development of an interdepartmental agreement to assist elderly American Indians. It has also worked with the Department of Labor's Women's Bureau on planning and participating in a symposium for American Indian women to discuss their development potential.

In addition, the staff worked extensively with the American Indian Policy Review Commission (AIPRC). This Commission, established by Congress, studied Federal Indian Policies and recommended future legislative directions. The Indian Desk not only coordinated the gathering of a wide range of materials from USDA agencies requested by the AIPRC, but they also attended several of their hearings and reviewed their Task Force reports. The brochure, "USDA Programs of Interest to American Indians", was distributed upon request. This booklet describes all the assistance programs available in the Department of Agriculture. It has been updated and is currently in the process of being reprinted. A newsletter - describing the Indian Desk and containing information pertaining to current events in USDA - was distributed to all Federally-recognized and State-recognized Indian tribes, regional and national Indian organizations, and USDA offices advising American Indians.

The Indian Desk worked closely with many of the USDA agencies on special projects pertaining to American Indians. They participated in the Food and Nutrition Service's (FNS) EEO Awareness Week. They also worked with FNS on the continuation of the commodity distribution program. They assisted the Rural Development Service in publicizing the Federal Assistance Programs Retrieval System (FAPRS) in the Indian community. Keeping the jojoba bean project alive was of interest to the Farmer Cooperative Service as well as the Indian Desk. Both the Soil Conservation Service (SCS) and the Indian Desk met several times with the Bureau of Indian Affairs concerning Reorganization Plan No. IV. SCS is now considering the alternatives, including legislative change, which would eliminate barriers to their conservation assistance on Indian trust land. The Agricultural Stabilization and Conservation Service and the Indian Desk were involved in many sessions to try to find assistance for Indians suffering from the effects of the drought. The Indian Desk worked with all the above agencies, plus others, to try to obtain some coordinating assistance for the Navajo Nation and the Department. The Indian Desk staff was available to assist all USDA agencies in their contacts with the Indian community.

The Indian Desk has significantly increased its contacts both in the Indian community and in the Federal System. The staff has worked with other USDA agencies in trying to overcome obstacles to tribal program participation. They plan to continue in this effort to help American Indians overcome any barriers that they might encounter when trying to obtain USDA assistance. They also plan to continue in their outreach efforts to publicize and make available all programs which would be useful to this community.

COMPLAINTS

Discrimination complaints filed against USDA programs are handled in accordance with Title 7 of the Code of Federal Regulations, Subtitle A, Part 15, Subparts A and B. Accordingly, action on Title VI complaints is initiated by the Agency Administrators and the Office of Investigation. The Compliance and Enforcement Division monitors their activities. Discrimination complaints filed against employees who administer USDA direct assistance programs are referred directly to C&E where corrective action is initiated.

As reflected in Figure 1-2, C&E specialists handled a total of 213 complaints during FY 1976. Also during that time period a significant portion of C&E activities involved resolving discrimination complaints which were filed in direct assistance programs. 166 discrimination complaints in direct assistance programs were handled by C&E Specialists. All direct assistance complaints were filed against Farmers Home Administration officials who were responsible for administering the Department's Rural Housing and Farm Loan programs. The majority of the complainants alleged discrimination based on race or ethnic origin. However, there was a marked increase in the number of complaints which were filed on the basis of sex and/or marital status.

Generally, the most common complaint alleged discrimination in the denial of or the refinancing of FmHA housing and farm loans. The second most frequent complaint continued to be alleged discrimination in business transactions between contractors and FmHA borrowers and contractors and FmHA officials.

Women filed 15 discrimination complaints during FY 1976 because of rejected applications in the Farm Real Estate Loan Program, Farm Operating Loan Program, and various housing loan programs. However, the implementation of the Equal Credit Opportunity Act of 1975 had only a small impact on these programs. The Department's Office of General Counsel advised that the Act was general in nature; as such, it was subordinate to the specific eligibility requirements of the Consolidated Farm and Rural Development Act and the Housing Act of 1949. It was also OGC's opinion that restrictions in the FmHA interest credit housing program were enforceable because the interest credit itself was not an extension of credit, but a gift of financial aid.

Complaints filed in FmHA direct assistance programs are handled in the following manner:

Upon receipt of a complaint, C&E assesses the content of the complaint to determine whether an OEO onsite inquiry, FmHA field inquiry or OI investigation is required. It is sometimes necessary to obtain supplemental background information before the most satisfactory course of action can be determined.

More onsite inquiries into direct assistance complaints were completed by C&E personnel during FY 1976 than ever before. It is anticipated that this trend will continue.

C&E handled 47 discrimination complaints in USDA Title VI programs; 29 of these complaints alleged discrimination based on race or ethnic origin in the Food and Nutrition Service. The majority of these complaints were filed by potential or actual food stamp beneficiaries who alleged discrimination in the application for or servicing of program benefits.

**COMPLAINTS HANDLED BY
COMPLIANCE AND ENFORCEMENT DIVISION
FISCAL YEARS 1973-76**

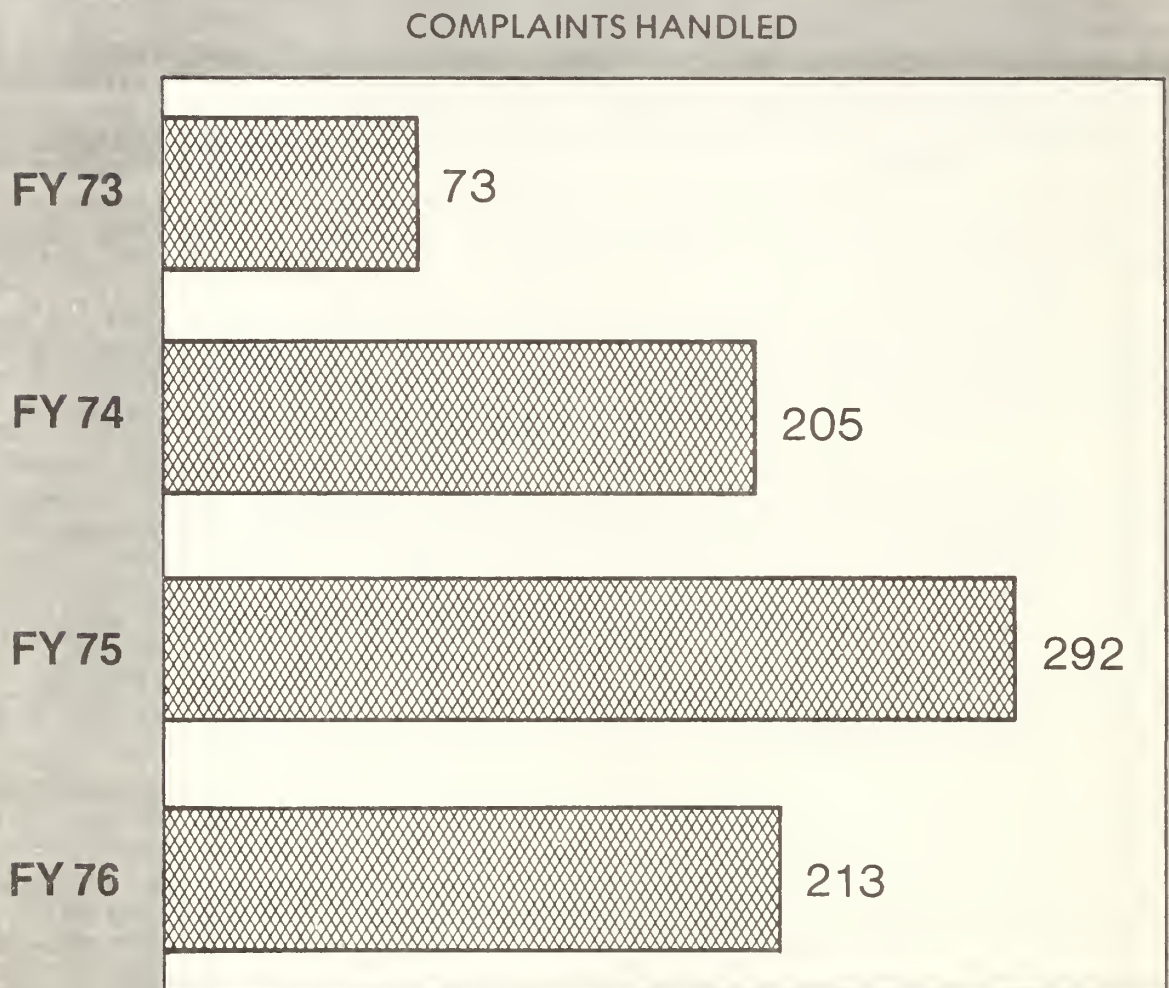


FIGURE 1-2

Over 50% of the allegations of racial or ethnic origin discrimination resulted from a lack of knowledge by food stamp applicants of the program's rules and regulations. Other complaints filed in the food stamp program were the result of the lack of effective outreach programs and a lack of sensitivity on the part of food stamp personnel while dealing with beneficiaries.

The remaining 18 Title VI complaints were filed against personnel in AMS, ASCS, ES, FCIC and FS.

FORMAL ENFORCEMENT PROCEEDINGS

Recreation Associations: During FY 1976, two FmHA-financed recreation associations were found to be in substantial noncompliance with Title VI of the Civil Rights Act of 1964. A civil rights compliance review of the Twin Oaks Country Club located in Winnesboro, Louisiana, revealed that the club had violated Title VI of the Civil Rights Act of 1964 and Secretary's Memorandum 1662 (Title IX). It was found that the club's membership requirements restricted minority participation. It was also found that there had historically been a lack of public notification/outreach regarding the facility within the minority community.

Officials of the Twin Oaks Country Club were required by C&E to amend the club bylaws to eliminate sponsors and to provide for applicant approval based on a simple majority vote of the Board of Directors. They were also required to advertise membership availability on a nondiscriminatory basis and advise minority community leaders in writing of the changes in membership criteria. It was stipulated that Blacks who joined the club be allowed to do so at the original membership fee.

The Twin Oaks Country Club completed the required corrective action and elected its first black applicant to membership in August of 1976.

Another civil rights compliance review initiated by C&E disclosed that the Ferriday Country Club, located in Ferriday, Louisiana, had committed the same violations of Title VI of the Civil Rights Act of 1964 as had the Twin Oaks Country Club. However, additional information was developed which strongly indicated that a Black who resided within the club's service area was denied the opportunity to file a written application.

Officials of the Ferriday Country Club were required to amend the club's bylaws to eliminate restrictive membership criteria and inform minority community leaders in writing of the changes. They were also required to advertise membership availability on a nondiscriminatory basis and invite the Black who had expressed interest in joining the club to submit an application.

Rather than initiate corrective action, the Ferriday Country Club elected to dissolve the corporation. Former officials of the Ferriday Country Club founded a 'new corporation' called the Delta Golf and Tennis Club (the name was later changed to the Panola Woods Country Club). The new corporation, composed primarily of former Ferriday Country Club members, purchased the assets of the Ferriday Country Club through repayment of the FmHA loan.

The FmHA loan documents included a covenant which required compliance with Title VI of the Civil Rights Act of 1964 for as long as the facility was used for recreational purposes. Consequently, another compliance review was completed to determine the civil rights stance of the Panola Woods Country Club.

The subsequent review revealed that the Panola Woods Country Club failed to notify the public that memberships were available until after the club had sold all of the membership stock certificates. Only stockholders could become members. In addition, no effort was made to solicit the participation of Blacks; all of the members were recruited by Whites contacting other Whites. The cost of becoming a member rose from \$250 to \$1150; associate membership increased from \$50 to \$1200.

The club was informed that it was required, under law, to correct the action of the Ferriday Country Club in addition to its own discriminatory practices. Negotiation is presently underway to effect voluntary compliance.

Plast Ukrainian Youth Organization, Inc.: On July 25, 1967, during an administrative review conducted by the State of New York, Office of General Services, information was developed which indicated that the recipient institution was in possible noncompliance with the Civil Rights Act of 1964 and the Department's Rules and Regulations. This information was forwarded to the Consumer and Marketing Service, U.S. Department of Agriculture, requesting their guidance.

On August 15, 1967, the recipient institution was informed by the Supervisor of the Commodity Distribution Program of the Northeast District, U.S. Department of Agriculture, that the institution was not in compliance with Title VI of the Civil Rights Act of 1964. It stated that the Camp operated under a restrictive admission policy. Although the institution stated that it would accept any child who meets the qualifications without regard to race, color or national origin, the child had to speak Ukrainian and the parents had to be members of the organization. Also, the child had to be sponsored by 2 members of the organization. Thus, the effect was that only children of Ukrainian origin could attend the Camps operated by the institution.

The National office of the Ukrainian organization was informed of the discriminatory effects of the restrictive admission policy and that they were in noncompliance with Title VI of the Civil Rights Act of 1964 and Departmental Rules and Regulations.

Subsequent to this, in an attempt to determine if any steps had been taken to achieve compliance, reviews were conducted of the facilities on July 16, 1973 and again on December 4-5, 1975. All efforts at achieving voluntary compliance were unsuccessful and on May 26, 1976, an Administrative Law Judge of this Department found the institutions to be in violation of Title VI and implementing regulations of this Department and ordered termination of assistance.

Magnolia Boy's Town (Laurel, Mississippi): During an administrative review conducted by the Food and Nutrition Service Regional Office during the week of March 30, 1970, the recipient agency was found to be in noncompliance with Title VI of the Civil Rights Act of 1964 in that they had only white male youth in residence and had never had a minority male youth in attendance. Although referrals came from both the general public and local authorities, only one minority group member had ever been referred. In this instance the youth had been accepted but had not appeared for admittance.

On June 2, 1971, Magnolia Boy's Town was asked to give written notification of all their referral sources that all male youth would be accepted without regard to race, color or national origin. The Department further notified the institution that failure to comply would result in the loss of food program benefits.

However, the Department deferred any action on this with the understanding that the institution would comply by April of 1972. A review conducted in May 1972 revealed that the institution continued to be all White and that it had not taken any of the actions requested by the Department. On October 2, 1972, a 10 day letter was sent to the institution by the Deputy Administrator of FNS. Telephone conversations since that time had produced a series of promises and commitments on the part of the officials of the institution to comply with the Department's Rules and Regulations. None of these verbal commitments were fulfilled.

On October 7, 1976, an Administrative Law Judge of this Department found that Boys' Town was in violation of Title VI and implementing regulations of this Department, 7 CFR Part 15.3, 15.5, in that it excluded persons from participating in and denied them the benefit of its services on the basis of race and color, and had failed to make known to participants, beneficiaries, and other interested persons its alleged policy of open admissions.

DEPARTMENT OF JUSTICE REGULATIONS

Pursuant to Executive Order 11764 delegating to the Attorney General authority to coordinate all Title VI compliance efforts in the Executive Branch, the Department of Justice (DOJ) issued new regulations on December 1, 1976. These regulations should have added impact on the compliance responsibilities of C&E. At the close of the year, plans were underway to effect any changes in procedure necessitated by the new regulations.

Of note is the requirement that preaward reviews must be made of all applicants for Federal financial assistance subject to Title VI. A written determination that these applicants are or will be in compliance must be made by the program agency. These will be subject to review and concurrence by the Director of OEO. Compliance guidelines are required for each program subject to Title VI or reasons documented why such guidelines are unnecessary. The nearly eighty programs of USDA are being inventoried to comply with this requirement. Also, all program and information publications, manuals and pamphlets will be examined to assure that they contain references to the nondiscrimination laws and policies of the Department.

The poster "AND JUSTICE FOR ALL" is being redesigned to include additional specific information and legal citations listed in the new regulations.

On December 31, 1976 the first report on the status, nature and disposition of complaints was submitted to DOJ. An ongoing complaint log has been set up in C&E and will provide the machinery for tight control of all Title VI complaints in the Department and be the basis for status reports each six months to DOJ.

Many of the new DOJ requirements are similar to conclusions and recommendations resulting from the C&E compliance evaluation project this year. These included strengthening compliance review procedures, training for reviewers, interagency cooperation and delegation of compliance responsibility where two or more agencies assist the same recipient and public dissemination of Title VI information by program agencies. A new C&E complaint processing manual meets the requirements for complaint procedures in the new regulations.

Finally, C&E, OEO, is working with the Office of the General Counsel to determine what changes, if any, are necessary in 7 CFR 15, the Department's Non-Discrimination Regulations.

CONFERENCES

The Compliance and Enforcement Division makes every effort to stay abreast of current developments in civil rights and in the new directions taken by the major minority group organizations. During 1976, C&E staff represented OEO at several of the annual conferences sponsored by various special interest groups. Included were the American GI Forum of the U.S. (July 29 - August 1) in Denver, Colorado; Federally Employed Women, Inc. (FEW), (July 8-11) in San Francisco, California; League of United Latin American Citizens (LULAC), (June 23-27) in Galveston, Texas; and National Association for the Advancement of Colored People (NAACP), (June 28 - July 2) in Memphis, Tennessee.

It was particularly noteworthy that the Deputy Chief, C&E Division served as moderator for a distinguished panel at the National Bar Association annual meeting in Houston, Texas on July 27. The topic of discussion was Title VI.

In addition the 1976 National Conference of the American Society for Public Administration (ASPA) held during April in Washington, D.C. included seminars on equal opportunity and affirmative action. Federal, State and local level consideration was given to the topic. A C&E staff member participated in the week-long conference.

C&E specialists also participated in seminars on equal employment opportunity as part of "Expo '76" which was a weeklong series of programs on a variety of equal employment opportunity matters. The program, conducted during September in Washington, D.C., was sponsored by the Department of Justice.

C&E will continue to participate in these national conferences. The staff puts great value on contacts made at these meetings and on the valuable information obtained while in attendance.

TRAINING PROGRAM

The Compliance and Enforcement Division continued to assist USDA agencies, as requested, with their civil rights training needs. During 1976, C&E personnel attended two local training programs--one for Forest Service employees and another for Rural Electrification Administration employees.

The REA conference, titled "Task Force Seminar on Civil Rights Progress Reviews," was held in March. The Chief of the C&E Division spoke on Title VI compliance reviews and on the responsibilities of the Compliance and Enforcement Division. Such contact between the agencies has helped to maintain and encourage a sensitivity to equal opportunity objectives in programming.

Several C&E Staff members attended the Forest Service conference held in October. They served as resource persons for handling Title VI questions. The purpose of the FS meeting was to develop a civil rights action plan to insure compliance by 1986.

Throughout the year, C&E assisted the agencies by providing informal, less structured training to individual agency employees or small groups of new employees. These briefings covered the basics of C&E compliance review procedures and Title VI requirements.

OUTREACH

Grassroots Directory: Heading the list of tools designed to aid in efforts at public notification and outreach is C&E's Grassroots Directory. This Directory lists - alphabetically by State and city - the names, addresses, and telephone numbers of the community organizations, personal contacts, and media outlets who have the potential of informing minority persons about (1) program availability and any changes therein (2) the requirement for nondiscrimination in all USDA programs. The Grassroots Directory was designed to be used by local USDA program officials to aid in their efforts at public notification and outreach. The Directory also serves OEO specialists as a resource compendium of community contacts. It was updated in 1976.

Indian Desk Booklet: "USDA Programs of Interest to American Indians" is the title of an OEO booklet first printed in 1975 and currently being revised. It is intended to provide readily-accessible information on program benefits and application procedures, as well as to identify field contact points for each program. It is distributed to Indian tribes, regional and national Indian organizations, and USDA offices which advise American Indians.

OEO Brochure: An introductory brochure, prepared by specialists in C&E, offers sketch descriptions on the various divisions within OEO. It is distributed to interested agencies and individuals.

Visual Display Board: C&E specialists developed a visual display board to use as a visual aid during conferences and briefings. The display board photographically portrays the mission of OEO and the people it services.

LOOKING AHEAD

Continuing the pattern of developing special projects with emphasis on intensive field survey and/or review of the equal opportunity status of selected USDA 1/ assistance programs, C&E is planning the following program projects:

- Summer Camp Project - USDA has terminated assistance to several residential summer camps which refused to admit minority young people. The purpose of this project will be to determine overall minority participation in those camps receiving assistance through one, or all, of three USDA agencies (FNS, FS, ES). In addition, this survey will identify any barriers to minority participation (barriers which are beyond any rule or regulation as well as those caused by technical noncompliance) and will evaluate the civil rights monitoring process utilized by State agencies.
- C&E will visit 60 camps in 15 states in different sections of the Nation and meet with State agency officials to obtain a data base for the survey. All of this field activity will be implemented and completed in a ten week summer period.

1/C&E selects program areas for special projects on the basis of problems from past complaints, areas of need where minority participation is shown to be low, and areas of concern communicated by interest groups which represent the rural minority voice.

Extension Homemaker Club Project - C&E compliance reviews and analyses of Extension Service compliance reports have continually indicated problems with segregated clubs and activities in this program. A preliminary proposal now being developed would involve an evaluation of the civil rights compliance posture of a sample number of local clubs as well as the overall effectiveness of this program in providing educational opportunities in a manner where participants receive equal treatment and benefits.

The project is designed to include visits to ten States and four counties in each State to obtain a sample data base for documenting problems, deficiencies, and affirmative activities (which could prove useful elsewhere). The evaluation process will consist of interviews, field contacts with club members and minority community leaders and analysis of participation data and other records. Particular attention will be given to "all reasonable efforts" type of action implemented to integrate formerly segregated clubs.

Program Planning and Evaluation

Section 2



PROGRAM PLANNING AND EVALUATION DIVISION*

The Program Planning and Evaluation Division (PPED) is responsible for two major areas of work: (1) analyzing problems constituting barriers to the non-discriminatory operation of the Department's programs and activities; and developing and recommending basic policy and program approaches for more effectively implementing the Department's responsibility in equal opportunity; and (2) coordinating and evaluating statistical reporting systems in the Department that are designed to measure the extent to which services are being delivered on an equal basis.

Additionally, PPED assists Agencies in implementing U.S. Department of Agriculture Administrative Regulations, 9 AR 21. These regulations previously contained in Secretary's Memorandum No. 1662, Supplements 1 and 5 specifies that (a) each Agency collect and evaluate program participation data by race or ethnic group, and (b) each Agency establish a definition of parity of participation for its programs and target delivery to eligible minority group members.

On June 28, 1976, Secretary's Memorandum No. 1662, Supplement 8, established a Civil Rights Impact Statement procedure in USDA whereby Agencies are required to assess the civil rights implications of proposed policy actions in four areas before finalizing decisions. The four areas are:

1. Proposals requiring an environmental impact statement
2. Rules, regulations or notices for publication in the Federal Register
3. Policy decisions affecting program delivery
4. Locations or relocations of field installations involving 10 or more employees

This Civil Rights Impact Statement procedure provides program administrators with a management tool that will lead to more effective decisionmaking. We feel that it will result in greater equal opportunity for persons affected by USDA programs.

By the end of 1976, PPED had reviewed 40 actions for civil rights impact. In most instances, the reviews revealed that civil rights implications were not being adequately considered. Expectations for this procedure are intensely positive as consciousness of its requirements are raised and incorporated into the mainstream of decisionmaking.

In July, a Memorandum of Understanding was completed with the Department of Housing and Urban Development. The memorandum affirmed the Department of Agriculture's commitment to assuring equal housing opportunity in its programs and for its employees. Secretary's Memorandum 1662, Supplement 7, was issued on July 2 to implement the interagency agreement and to initiate an equal housing opportunity program for USDA. Each Agency appointed an equal housing opportunity officer responsible for providing counseling and information services on equal housing opportunity matters. PPED prepared and provided each USDA employee with a brochure explaining individual rights under the equal housing opportunity law.

In this section of the report, the number of current year participants is compared with the number in the preceding year. For programs with available eligibility data, participants are compared with eligibles. For programs with available targets, targeted benefits are compared with benefits received.

Agencies not included in this report are those that have (1) no programs directly related to serving the public, or (2) no readily quantifiable Title VI or direct assistance programs.

Agencies and activities discussed in this report are as follows:	<u>PAGE</u>
AGRICULTURAL STABILIZATION AND CONSERVATION SERVICE (ASCS)	28
Agricultural Conservation Program	
County Employment	
Committee Elections	
EXTENSION SERVICE (ES)	53
Educational Contacts	
Expanded Food and Nutrition Education (Nutrition Aides/Homemakers)	
4-H Membership	
4-H Camps	
State and County Professional Employment	
FARMER COOPERATIVE SERVICE (FCS)	85
Technical Assistance Recipients	
FARMERS HOME ADMINISTRATION (FmHA)	86
Farm Ownership Loans	
Operating Loans	
Rural Housing Loans	
FEDERAL CROP INSURANCE CORPORATION (FCIC)	103
Farmers Insured (Contracts)	
Farmers Contacted	
FOOD AND NUTRITION SERVICE (FNS)	110
Family Food Assistance (Food Stamp and Food Distribution)	
Child Nutrition (National School Lunch)	
Special Supplemental Food Program for Women, Infants and Children	
FOREST SERVICE (FS)	124
Free Use Timber	
Cooperative Forest Management	
Recreation	
Grazing	
RURAL ELECTRIFICATION ADMINISTRATION (REA)	138
Attendance at Annual Electric Cooperative Meetings	
Attendance at Annual Telephone Cooperative Meetings	
Board of Directors	
SOIL CONSERVATION SERVICE	147
Cumulative Cooperators	
Technical Assistance Recipients	

AGRICULTURAL STABILIZATION AND CONSERVATION SERVICE

The Agricultural Stabilization and Conservation Service (ASCS) administers commodity and related land use programs designed for voluntary production adjustment, resource protection, and price, market and income stabilization.

Commodity Programs

The Agriculture and Consumer Protection Act of 1973 applicable to the 1974-77 crops of wheat, feed grains and upland cotton, provided program eligibility to farmers who participated in the set-aside, allotment and quota programs when in effect for a crop. The Secretary suspended the conservation base requirements through the 1977 crop, and announced there would be no set-aside requirements for the 1974-76 wheat, feed grain and upland cotton crops. This encouraged farmers to increase production of these crops and at the same time eliminated the need for ASCS to keep production records for program participants for the 1975 crops. Consequently, no participation goals for minorities were established for 1975.

Agricultural Conservation Program

Under the Agricultural Conservation Program (ACP), the Federal Government assists farmers and ranchers to solve their more pressing conservation problems by sharing the cost of performing needed conservation work on their land. Most cost sharing is on a 50/50 basis, but it can vary among practices, different conditions or the farmer's ability to contribute the cost of performing needed practices.

A farmer or rancher who feels that his land needs conservation work may request cost-sharing assistance from the county ASC committee. In turn, this locally elected farmer committee evaluates his request, giving consideration to the overall conservation problems in the county, and the availability of funds for conservation practices.

In 1975, participation data for (ACP) was reported by State from 1,202 counties with 1 percent or more minority farm population.

Highlights of Agricultural Conservation Program, Calendar Year 1975

State/ Ethnic Group	Agricultural Conservation Program		
	Requesting ACP		Approved for ACP
	No.	No.	Pct.
16 Southern States			
Black	7,619	6,523	85.6
White	129,465	104,562	80.8
5 Southwestern States:			
Spanish surname	1,798	1,160	64.5
White	20,546	15,011	73.1
13 Selected States			
American Indian	1,220	1,007	82.5
White	59,849	51,247	85.6
6 Western States			
Oriental	117	78	66.7
White	8,446	5,401	63.9

Table 2-1.--Farmers and Ranchers Requesting and Approved for ACP in 16 Southern States, Calendar Year 1975

State	Agricultural Conservation Program												Percentage Difference 1/	
	Total Requesting ACP	White				Black				Pct.	Pct. Pts.			
		Requesting ACP	No.	Approved for ACP	Pct.	Requesting ACP	No.	Approved for ACP	Pct.					
Alabama	10,054	9,490	7,649	80.6									85.5	+ 4.9
Arkansas	3,554	3,333	3,058	91.7									90.8	- .9
Delaware	275	271	210	77.5									66.7	-10.8
Florida	5,397	5,154	4,229	82.1									90.2	+ 8.1
Georgia	10,604	10,181	7,104	69.8									72.8	+ 3.0
Kentucky	7,141	7,069	4,847	68.6									87.5	+18.9
Louisiana	6,892	6,475	5,374	83.0									85.3	+ 2.3
Maryland	839	810	498	61.5									72.4	+10.9
Mississippi	15,219	13,708	12,732	92.9									91.2	- 1.7
North Carolina	27,026	24,636	22,710	92.2									94.1	+ 1.9
Oklahoma	9,227	8,758	6,389	72.9									76.9	+ 4.0
South Carolina	8,817	8,149	6,859	84.2									78.4	- 5.8
Tennessee	10,235	9,994	6,660	66.6									62.9	- 3.7
Texas	16,143	14,767	11,399	77.2									90.5	+13.3
Virginia	6,859	6,437	4,611	71.6									51.8	-19.8
West Virginia	234	233	233	100.0									100.0	-
Total	138,516	129,465	104,562	80.8									85.6	+ 4.8

1/ A minus sign denotes that the percentage of White farmers and ranchers requesting ACP that was approved exceeded the percentage of minority farmers and ranchers requesting ACP that was approved, while a plus sign denotes the opposite with respect to White and minority farmers and ranchers.

NOTE: (1) The difference between the total number of Black and White farmers and ranchers requesting ACP and the total requesting ACP is the difference of other minorities requesting ACP.

(2) A dash "-" signifies zero.

Table 2-2.--Farmers and Ranchers Requesting and Approved for ACP in 13 Selected States, Calendar Year 1975

State	Agricultural Conservation Program									
	Total		White		American Indian		Approved		Percentage	
	: Requesting	: ACP	: Requesting	: ACP	: Requesting	: ACP	: Requesting	: ACP	: Difference	: 1/
	No.	No.	No.	No.	No.	No.	No.	No.	Pct.	Pct. Pts.
Arizona	875	632	462	215	179	83.3	179	83.3	+10.2	
California	2,398	2,277	1,438	5	3	60.0	3	60.0	- 3.2	
Kansas	686	675	547	3	2	66.7	2	66.7	-14.3	
Michigan	1,057	1,041	741	-	-	-	-	-	2/	
Minnesota	77	73	66	4	2	50.0	2	50.0	-40.4	
Mississippi	15,219	13,708	12,732	1	1	100.0	1	100.0	+ 7.1	
Montana	1,771	1,638	1,500	130	125	96.2	125	96.2	+ 4.6	
New Mexico	1,995	1,084	651	90	51	56.7	51	56.7	- 3.4	
North Carolina	27,026	24,636	22,710	237	224	94.5	224	94.5	+ 2.3	
North Dakota	1,948	1,904	1,685	44	42	95.5	42	95.5	+ 7.0	
Oklahoma	9,227	8,758	6,389	320	256	80.0	256	80.0	+ 7.0	
South Dakota	1,820	1,661	1,250	159	115	72.3	115	72.3	- 3.0	
Washington	1,797	1,762	1,076	12	7	58.3	7	58.3	- 2.8	
Total	65,896	59,849	51,247	1,220	1,007	82.5	1,007	82.5	- 3.1	

1/ A minus sign denotes that the percentage of White farmers and ranchers requesting ACP that was approved exceeded the percentage of minority farmers and ranchers requesting ACP that was approved while a plus sign denotes the opposite with respect to White and minority farmers and ranchers.
2/ Not applicable.

NOTE: (1) The difference between the total number of American Indian and White farmers and ranchers requesting ACP and the total requesting ACP, is the number of other minorities requesting ACP.

(2) A dash "-" signifies zero.

Table 2-3.--Farmers and Ranchers Requesting and Approved for ACP in Five Southwestern States, Calendar Year 1975

State	Agricultural Conservation Program									
	Total		White		Spanish surname		Spanish surname		Percentage	
	: Requesting	: ACP	: Requesting	: ACP	: Requesting	: ACP	: Requesting	: ACP	: Difference	: 1/
	No.	No.	No.	No.	No.	No.	No.	No.	Pct.	Pct. Pts.
Arizona	875	632	462	73.1	20	19	95.0	21.9		
California	2,398	2,277	1,438	63.2	51	37	72.5	+ 9.3		
Colorado	1,929	1,786	1,061	59.4	123	105	85.4	+26.0		
New Mexico	1,995	1,084	651	60.1	820	585	71.3	+11.2		
Texas	16,143	14,767	11,399	77.2	784	414	52.8	-24.4		
Total	23,340	20,546	15,011	73.1	1,798	1,160	64.5	- 8.6		

1/ A minus sign denotes that the percentage of White farmers and ranchers requesting ACP that was approved exceeded the percentage of minority farmers and ranchers requesting ACP that was approved, while a plus sign denotes the opposite with respect to White and minority farmers and ranchers.

NOTE: The difference between the total number of Spanish surname and White farmers and ranchers requesting ACP and the total requesting ACP is the number of other minorities requesting ACP.

Table 2-4.--Farmers and Ranchers Requesting and Approved for ACP in Six Western States, Calendar Year 1975

State	Agricultural Conservation Program									
	Total		White		Oriental		Percentage		Difference	1/
	Requesting	No.	Requesting	No.	Requesting	No.	Approved for ACP	Pct.		
	ACP		ACP		ACP					
	No.		No.		No.		No.	Pct.	No.	Pct. Pts.
California	2,398	2,277	1,438	63.2	56	36	64.3			+ 1.1
Colorado	1,929	1,786	1,061	59.4	16	11	68.8			+ 9.4
Idaho	1,365	1,352	974	72.0	8	7	87.5			+15.5
Oregon	739	720	507	70.4	15	10	66.7			- 3.7
Utah	555	549	345	62.8	6	5	83.3			+20.5
Washington	1,797	1,762	1,076	61.1	16	9	56.3			- 4.8
Total	8,783	8,446	5,401	63.9	117	78	66.7			+ 2.8

1/ A minus sign denotes that the percentage of White farmers and ranchers requesting ACP that was approved exceeded the percentage of minority farmers and ranchers requesting ACP that was approved, while a plus sign denotes the opposite with respect to White and minority farmers and ranchers.

NOTE: The difference between the total number of Oriental and White farmers and ranchers requesting ACP and the total farmers and ranchers requesting ACP is the number of other minorities requesting ACP.

COUNTY OFFICE EMPLOYMENT (1975)

In 1975 there were 8,636 regular ASCS County office employees of whom 275 were members of minority groups: 164 were Black, 62 were Spanish surname, 34 were American Indian, and 15 were Orientals.

Highlights of ASCS County Office Employment, 1975

Ethnic Group	Employees						Grade Level			
	Total		Male		Female		CO 1-5		CO 6-11	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Black	164	1.9	33	1.2	131	2.2	133	2.3	31	1.1
Spanish surname:	62	.7	23	.8	39	.7	33	.6	29	.9
American Indian:	34	.4	18	.7	16	.2	19	.3	15	.5
Oriental	15	.2	5	.2	10	.2	10	.2	5	.2
White	8,361	96.8	2,667	97.1	5,694	96.7	5,462	96.6	2,899	97.3
Total	8,636	100.0	2,746	100.0	5,890	100.0	5,657	100.0	2,979	100.0

Of the 8,636 regular ASCS County office employees, only 3.2 percent were minorities and 2.2 percent of these were in CO Grades 1-5. Seventy-two percent (196) of the minorities were females, 182 of whom were employed in CO Grades 1-5. Of the 79 male minority employees 84 percent (66) were employed in CO Grades 6-11.

Highlights of ASCS County Office Employment, 1975

Ethnic Group	Grade Levels								Total CO 1-11	
	CO 1-5				CO 6-11					
	Male		Female		Male		Female			
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Minority	13	0.1	182	2.1	66	0.8	14	0.2	275	3.2
	369	4.3	5,093	59.0	2,298	26.6	601	6.9	8,361	96.8
Total	382	4.4	5,275	61.1	2,364	27.4	615	7.1	8,636	100.0

Table 2-5.--ASCS County Office Employees in CO Grades 1-5 by Region, State, and Ethnic Group, Calendar Year 1975

Region/State	ASCS Employees in CO Grades 1-5									
	Black		Spanish surname		American Indian		White		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northeast										
Connecticut	-	-	-	-	-	-	-	7	-	7
Delaware	-	-	-	-	-	-	-	5	-	5
Maine	-	-	-	-	-	-	2	15	2	15
Maryland	-	3	-	-	-	-	-	15	-	15
Massachusetts	-	-	-	-	-	-	-	9	-	9
New Hampshire	-	-	-	-	-	-	-	9	-	9
New Jersey	-	-	-	-	-	-	-	13	-	13
New York	-	-	-	-	-	-	3	87	3	87
Pennsylvania	-	-	-	-	-	-	3	78	3	78
Rhode Island	-	-	-	-	-	-	-	1	-	1
Vermont	-	-	-	-	-	-	-	10	-	10
West Virginia	-	-	-	-	-	-	2	50	2	
Total	-	3	-	-	-	-	10	299	10	302
Southeast										
Alabama	-	8	-	-	-	-	24	147	24	156 1/
Arkansas	-	3	-	-	-	-	23	147	23	150
Florida	-	2	-	-	-	-	4	54	4	56
Georgia	-	19	-	-	-	-	13	254	13	273
Kentucky	-	5	-	-	-	1	19	202	19	208
Louisiana	1	6	-	-	-	-	16	71	17	77
Mississippi	1	9	-	-	-	-	-	157	1	166
North Carolina	1	24	1	-	-	2	12	290	13	317
South Carolina	-	12	-	-	-	-	12	124	12	136
Tennessee	1	10	-	-	-	-	18	223	19	233
Virginia	-	21	-	-	-	1	6	121	6	143
Total	4	119	-	1	-	4	147	1,790	151	1,915

See footnotes at end of table.

Continued

Table 2-5.--ASCS County Office Employees in CO Grades 1-5 by Region, State, and Ethnic Group, Calendar Year 1975
(continued)

Region/ State	ASCS Employees in CO Grades 1-5											
	Black		Spanish surname		American Indian		White		Total		Male	Female
	No.	No.	Male	Female	Male	Female	Male	Female	Male	Female		
Midwest												
Illinois	-	-	-	-	-	-	1	235	1	235	1	235
Indiana	-	-	-	-	-	-	4	156	4	156	4	156
Iowa	-	-	-	-	-	-	3	274	3	274	3	274
Michigan	-	1	-	-	-	-	-	132	-	132	-	134
Missouri	-	-	-	-	-	-	5	245	5	245	5	245
Ohio	-	2	-	-	-	-	4	172	4	172	4	174
Wisconsin	-	-	-	-	-	-	5	111	5	111	5	111
Total	-	3	-	1	-	-	22	1,325	22	1,329	22	1,329
Southwest												
Arizona	-	-	-	1	-	-	1	12	1	13	1	13
California	-	1	-	-	-	-	1	53	1	57 2/	1	57 2/
Colorado	-	-	1	-	-	-	9	42	10	42	10	42
Hawaii	-	-	-	-	-	-	-	-	-	3 2/	-	3 2/
Kansas	-	-	-	-	-	-	14	208	14	208	14	208
Nevada	-	-	-	-	-	-	-	5	-	5	-	5
New Mexico	-	-	-	9	-	-	-	25	-	34	-	34
Oklahoma	-	1	-	-	-	-	32	131	35	136	35	136
Texas	1	1	1	18	1	5	53	372	56	396	56	396
Utah	-	-	-	-	-	-	-	23	1 1/	23	1 1/	23
Total	1	3	2	28	4	9	110	871	118	917	118	917

See footnotes at end of table.

Continued

Table 2-5.--ASCS County Office Employees in C0 Grades 1-5 by Region, State, and Ethnic Group, Calendar Year 1975
(continued)

Region/ State	ASCS Employees in C0 Grades 1-5											
	Black		Spanish surname		American Indian		White		Total		Total	No.
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northwest												
Alaska	-	-	-	-	-	-	-	2	-	2	-	2
Idaho	-	-	-	-	-	-	1	44	1	45	1	45
Minnesota	-	-	-	-	-	-	9	185	9	185	9	185
Montana	-	-	-	-	1	1	3	49	3	51	1	51
Nebraska	-	-	1	1	-	-	27	199	27	200	27	200
North Dakota	-	-	-	-	-	-	24	111	25	111	25	111
Oregon	-	-	-	-	-	-	3	30	3	30	3	30
South Dakota	-	-	-	-	-	-	7	143	7	143	7	143
Washington	-	-	-	-	-	-	2	36	2	36	2	36
Wyoming	-	-	-	-	-	-	4	9	4	9	4	9
Total	-	-	1	1	1	1	80	808	81	812	81	812
Grand Total	5	128	2	31	5	14	369	5,093	382	5,275	382	5,275

1/ Includes 1 Oriental

2/ Includes 3 Orientals

NOTE: A dash "-" signifies zero.

Table 2-6.--ASCS County Office Employees in CO Grades 6-11 by Region, State and Ethnic Group, Calendar Year 1975

Region/State	ASCS Employees in CO Grades 6-11											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northeast												
Connecticut	-	-	-	-	-	-	4	4	4	4	4	4
Delaware	1	-	-	-	-	-	2	-	3	-	3	-
Maine	-	-	-	-	-	-	8	5	8	5	8	5
Maryland	1	-	-	-	-	-	11	7	12	7	12	7
Massachusetts	-	-	-	-	-	-	6	-	6	-	6	-
New Hampshire	-	-	-	-	-	-	6	2	6	2	6	2
New Jersey	-	-	-	-	-	-	8	1	8	1	8	1
New York	-	-	-	-	-	-	44	10	45	10	45	10
Pennsylvania	1	-	-	-	-	-	35	23	36	23	36	23
Rhode Island	-	-	-	-	-	-	1	-	1	-	1	-
Vermont	-	-	-	-	-	-	4	10	4	10	4	10
West Virginia	1	-	-	-	-	-	35	11	36	11	36	11
Total	4	-	-	-	-	-	164	73	169	73	169	73
Southeast												
Alabama	2	-	-	-	-	-	52	22	54	22	54	22
Arkansas	2	-	-	-	-	-	66	10	68	10	68	10
Florida	-	-	-	-	-	-	39	12	39	12	39	12
Georgia	2	-	-	-	-	-	112	4	114	4	114	4
Kentucky	-	2	-	-	-	-	72	49	72	49	72	51
Louisiana	1	-	-	-	-	-	48	10	49	10	49	10
Mississippi	3	-	-	-	-	-	71	18	74	18	74	18
North Carolina	2	-	-	-	-	-	120	42	122	42	122	42
South Carolina	1	-	-	-	-	-	49	3	50	3	50	3
Tennessee	1	-	-	-	-	-	63	56	64	56	64	56
Virginia	1	-	-	-	-	-	61	32	62	32	62	32
Total	15	2	-	-	-	-	753	258	768	258	768	260

See footnotes at end of table.

Continued

Table 2-6.--ASCS County Office Employees in C0 Grades 6-11 by Region, State, and Ethnic Group, Calendar Year 1975
(continued)

Region/ State	ASCS Employees in C0 Grades 6-11											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Midwest												
Illinois	1	-	1	-	-	-	88	15	90	15		
Indiana	1	-	-	-	-	-	73	16	74	16		
Iowa	-	-	-	-	-	-	91	17	91	17		
Michigan	-	1	-	1	-	-	51	28	51	30		
Missouri	1	-	-	-	-	-	98	12	100	12		
Ohio	2	-	-	-	-	-	66	14	68	14		
Wisconsin	1	-	-	-	-	-	54	8	55	8		
Total	6	1	1	1	-	-	521	110	529	112		
Southwest												
Arizona	-	-	-	-	-	-	10	1	10	2		
California	-	-	-	-	-	-	25	10	25	11	1/	
Colorado	-	-	1	1	-	-	29	14	32	15		
Hawaii	-	-	-	-	-	-	-	-	2	3/		
Kansas	-	-	-	-	-	-	99	5	99	5		
Nevada	-	-	-	-	-	-	5	-	5	-		
New Mexico	-	-	5	2	-	-	16	6	21	8		
Oklahoma	1	-	-	-	4	2	70	6	75	8		
Texas	1	-	9	3	3	-	192	49	205	52		
Utah	-	-	-	-	-	-	28	-	28	-		
Total	2	-	17	7	7	2	474	91	502	2/	101	

See footnotes at end of table.

Continued

Table 2-6.-ASCS County Office Employees in CO Grades 6-11 by Region, State, and Ethnic Group, Calendar Year 1975
(continued)

Region/ State	ASCS Employees in CO Grades 6-11											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northwest												
Alaska	-	-	-	-	-	-	-	-	-	-	-	-
Idaho	-	-	1	-	-	-	37	4	39	1/	4	4
Minnesota	1	-	-	-	-	-	76	10	77		10	10
Montana	-	-	-	-	-	-	35	8	38		8	8
Nebraska	-	-	1	-	-	-	79	8	80		8	8
North Dakota	-	-	-	-	-	-	48	7	49		7	7
Oregon	-	-	-	-	-	-	23	1	24	1/	1	1
South Dakota	-	-	-	-	-	-	48	19	48		19	19
Washington	-	-	1	-	-	-	25	7	26		7	7
Wyoming	-	-	-	-	-	-	15	5	15		5	5
Total	1	-	3	-	4	-	386	69	396		69	69
Grand Total	28	3	21	8	13	2	2,298	601	2,364		615	615
1/ Includes 1 Oriental												
2/ Includes 2 Orientals												

NOTE: A dash "-" signifies zero.

COMMITTEE ELECTIONS

ASCS programs are administered through State, county, and community committees. The State committee consists of three to five members who are appointed by the Secretary of Agriculture. The community committee consists of three members and two alternates who are elected each year by the farmers and ranchers in each community who are eligible to participate in ASCS programs. The county committee consists of three members and two alternates who are elected by farm-elected community committees. One county committee member is elected each year and serves for three years.

The election of county and community members and alternates in December 1975 are shown by State for 1,202 counties having one percent or more minority farm population. However, data on the total county and community members and alternates who served during 1976 are shown by State for all counties.

Highlights of Committee Members Elected in Calendar Year 1975 ^{1/}

Ethnic Group	Committee Members			
	County		Community	
	No.	Pct.	No.	Pct.
Black	2	0.2	160	1.3
Spanish surname:	19	1.5	45	.4
American Indian:	10	.8	67	.5
Oriental	2	.2	7	.1
White	1,232	97.3	11,749	97.7
Total	1,265	100.0	12,028	100.0

^{1/} These members were elected in December 1975 and served during Calendar year 1976.

NOTE: Committee members who were elected in 1975 were reported from 1,202 counties with one percent or more minority farm population.

Table 2-7 .--ASCS Community Committee Members and Alternates who Served in Calendar Year 1976

Region/State	County Committee Members and Alternates 1/											
	Black	American Indian	Oriental	Spanish surname:	White	:	Total	Member:Alternate:Member:Alternate:Member:Alternate:Member:Alternate:Member:Alternate:Member:Alternate:	No.	No.	No.	No.
Eastern	-	-	-	-	-	-	-	-	-	-	-	-
Connecticut	-	-	-	-	-	-	-	-	-	-	-	-
Delaware	-	-	-	-	-	-	-	-	-	-	-	-
Florida	1	3	-	-	-	-	-	-	-	-	-	-
Georgia	2	13	-	-	-	-	-	-	-	-	-	-
Maine	1	-	-	-	-	-	-	-	-	-	-	-
Maryland	-	-	-	-	-	-	-	-	-	-	-	-
Massachusetts	-	-	-	-	-	-	-	-	-	-	-	-
New Hampshire	-	-	-	-	-	-	-	-	-	-	-	-
New Jersey	-	-	-	-	-	-	-	-	-	-	-	-
New York	2	-	-	-	-	-	-	-	-	-	-	-
North Carolina	28	102	11	14	-	-	-	-	-	-	-	-
Pennsylvania	2	-	-	-	-	-	-	-	-	-	-	-
Rhode Island	-	-	-	-	-	-	-	-	-	-	-	-
South Carolina	32	72	1	-	-	-	-	-	-	-	-	-
Vermont	1	-	-	-	-	-	-	-	-	-	-	-
Virginia	12	38	-	-	-	-	-	-	-	-	-	-
West Virginia	-	-	-	-	-	-	-	-	-	-	-	-
Total	81	228	15	15	-	-	-	-	-	-	-	-
East Central	-	-	-	-	-	-	-	-	-	-	-	-
Alabama	18	89	-	1	-	-	-	-	-	-	-	-
Illinois	5	-	-	-	-	-	-	-	-	-	-	-
Indiana	-	1	-	-	-	-	-	-	-	-	-	-
Kentucky	1	7	-	-	-	-	-	-	-	-	-	-
Michigan	6	3	-	-	1	-	-	-	-	-	-	-
Minnesota	-	-	-	-	-	-	-	-	-	-	-	-
Mississippi	17	103	-	-	-	-	-	-	-	-	-	-
Ohio	5	3	-	-	-	-	-	-	-	-	-	-
Tennessee	9	33	-	-	-	-	-	-	-	-	-	-
Wisconsin	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Continued

Table 2-7.--ASCS Community Committee Members and Alternates who Served in Calendar Year 1976 (continued)

Region/State	County Committee Members and Alternates 1/											
	Black		American Indian		Oriental		Spanish surname		White		Total	
	Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate	:Member:Alternate
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Total	61	239	-	1	1	-	-	1	13,464	8,728	13,526	8,969
Western												
Alaska	-	-	-	-	-	-	-	-	-	-	-	-
Arizona	-	-	7	4	-	-	2	1	41	27	50	32
California	-	-	-	-	-	-	-	-	-	-	-	-
Colorado	-	-	-	-	-	-	-	-	-	-	-	-
Hawaii	-	-	-	-	-	-	-	-	-	-	-	-
Idaho	-	-	-	-	-	-	-	-	-	-	-	-
Montana	-	-	8	14	1	-	1	-	571	370	581	384
Nevada	-	-	-	-	-	-	-	-	-	-	-	-
North Dakota	-	-	-	-	-	-	-	-	-	-	-	-
Oregon	-	-	3	3	1	1	-	-	258	169	262	173
South Dakota	-	-	4	5	-	-	-	-	668	440	672	445
Utah	-	-	-	-	1	-	-	-	71	47	72	47
Washington	-	-	-	-	-	-	-	-	-	-	-	-
Wyoming	-	-	-	-	-	-	-	-	94	61	94	61
Total	-	-	22	26	3	1	3	1	1,703	1,114	1,731	1,142
West Central												
Arkansas	9	24	-	-	-	-	-	-	952	615	961	639
Iowa	-	-	-	-	-	-	-	-	4,766	3,173	4,766	3,173
Kansas	-	-	-	-	-	-	-	-	-	-	-	-
Louisiana	2	10	-	-	-	-	-	-	517	329	519	339
Missouri	3	4	-	-	-	-	-	-	2,450	1,619	2,453	1,623
Nebraska	-	-	-	-	1	-	-	-	474	317	475	317
New Mexico	-	-	2	2	1	-	16	20	72	38	91	60
Oklahoma	8	20	30	13	-	1	-	-	848	553	886	587
Texas	8	21	-	-	3	-	27	30	1,606	1,045	1,644	1,096
Total	30	79	32	15	5	1	43	50	11,685	7,689	11,795	7,834
Grand Total	172	546	69	57	9	2	46	52	35,880	23,327	36,176	23,984

1/ County Committee Members and Alternates who served during 1976 are shown by State for all counties.

NOTE: A dash "-" signifies zero.

Table 2-8.-- ASCS County Committee Members and Alternates who Served in Calendar Year 1976

Region/State	County Committee Members and Alternates 1/											
	Black			Oriental			Spanish surname			White		
	Member:Al	ternate:Member	:Al	ternate:Member	:Al	ternate:Member	:Al	ternate:Member	:Al	ternate:Member	:Al	ternate:Member
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Eastern												
Connecticut	-	-	-	-	-	-	-	24	16	24	16	16
Delaware	-	-	-	-	-	-	-	9	6	9	6	6
Florida	-	3	-	-	1	-	-	192	124	192	124	128
Georgia	-	7	-	-	-	-	-	477	310	477	310	317
Maine	-	-	-	-	-	-	-	48	32	48	32	32
Maryland	-	-	-	-	-	-	-	67	45	67	45	45
Massachusetts	1	-	-	-	-	-	-	38	26	39	26	26
New Hampshire	-	-	-	-	-	-	-	30	19	30	19	19
New Jersey	-	-	-	-	-	1	-	48	31	48	31	32
New York	-	1	-	-	-	-	-	171	112	171	112	113
North Carolina	-	-	-	-	-	-	-	296	198	296	198	198
Pennsylvania	-	-	-	-	-	-	-	198	126	198	126	126
Rhode Island	-	-	-	-	-	-	-	15	10	15	10	10
South Carolina	1	-	-	-	-	-	-	133	88	134	88	88
Vermont	-	-	-	-	-	-	-	42	28	42	28	28
Virginia	-	1	-	-	-	-	-	290	194	290	194	195
West Virginia	-	-	-	-	-	-	-	162	106	162	106	106
Total	2	12	-	1	-	1	-	2,240	1,471	2,242	1,485	1,485
East Central												
Alabama	2	-	-	-	-	-	-	199	132	201	132	132
Illinois	-	-	-	-	-	-	-	300	202	300	202	202
Indiana	-	-	-	-	-	-	-	275	184	275	184	184
Kentucky	-	1	-	-	-	-	-	357	238	357	238	239
Michigan	-	-	-	-	1	-	-	245	160	245	160	161
Minnesota	1	-	-	-	-	-	-	266	175	267	175	175
Mississippi	-	9	-	-	-	-	-	246	155	246	155	164
Ohio	1	-	-	-	-	-	-	262	175	263	175	175
Tennessee	-	-	-	-	-	-	-	282	184	282	184	184

See footnotes at end of table.

Continued

Table 2-8.--ASCS County Committee Members and Alternates who Served in Calendar Year 1976 (continued)

Region/State	County Committee Members and Alternates 1/											
	Black			American Indian			Oriental			Spanish surname		
	Member:Alternate	No.	No.	Member:Alternate	No.	No.	Member:Alternate	No.	No.	Member:Alternate	No.	No.
East Central	-	-	3	2	-	-	-	-	-	212	140	215
Wisconsin	4	10	3	3	-	-	-	-	-	2,644	1,745	2,651
Total												1,758
Western	-	-	-	-	-	-	-	-	-	9	6	9
Alaska	-	-	1	3	-	-	-	-	-	40	23	42
Arizona	-	1	1	-	3	3	1	-	1	164	109	169
California	-	-	-	-	2	-	6	5	-	166	112	174
Colorado	-	-	-	-	7	4	-	-	-	2	2	9
Hawaii	-	1	-	1	1	3	-	-	-	128	81	129
Idaho	-	-	1	-	-	-	-	-	1	167	105	168
Montana	-	-	2	2	-	-	-	-	-	46	32	50
Nevada	-	-	-	-	-	-	-	-	-	158	103	158
North Dakota	-	-	-	-	1	3	-	-	-	107	69	108
Oregon	-	-	-	-	-	-	-	-	-	197	127	197
South Dakota	-	-	-	-	1	-	-	-	-	86	58	87
Utah	-	-	2	1	-	1	-	-	-	114	71	116
Washington	-	-	-	-	-	-	-	-	-	69	46	69
Wyoming	-	-	-	-	-	-	-	-	-	-	-	-
Total	2	2	7	7	18	14	7	7	7	1,453	944	1,485
West Central	-	-	-	-	-	-	-	-	-	225	149	225
Arkansas	1	-	-	-	-	-	-	-	-	299	197	299
Iowa	-	-	-	-	-	-	-	-	-	311	207	314
Kansas	3	-	-	-	-	-	-	-	-	183	118	183
Louisiana	-	2	-	-	-	-	-	-	-	337	217	337
Missouri	-	-	-	-	-	-	-	-	-	275	179	275
Nebraska	-	-	-	-	-	-	-	-	-	61	40	88
New Mexico	-	-	3	1	1	-	23	18	18	-	-	-

See footnotes at end of table.

Continued

Table 2-8.--ASCS County Committee Members and Alternates who Served in Calendar Year 1976 (continued)

Region/ State	County Committee Members and Alternates 1/											
	Black		American Indian:		Oriental		Spanish surname :		White		Total	
	Member:	Alternate	Member:	Alternate	Member:	Alternate	Member:	Alternate	Member:	Alternate	Member:	Alternate
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Oklahoma	1	3	14	8	-	-	-	-	217	142	232	153
Texas	-	8	-	-	-	-	15	14	737	468	752	490
Total	4	14	17	9	1	-	38	32	2,645	1,717	2,705	1,772
Grand Total:	10	38	27	20	19	15	45	39	8,982	5,877	9,083	5,989
1/ County Committee Members and Alternates who served during 1976 are shown by State for all counties.												

NOTE: A dash "-" signifies zero.

COUNTY OFFICE EMPLOYMENT (1976)

In 1976 there were 8,378 regular ASCS County office employees of whom 272 were members of minority groups: 161 were Black, 60 were Spanish surname, 37 were American Indian, and 14 were Oriental.

Highlights of ASCS County Office Employment, 1976

Ethnic Group	Employees						Grade Level			
	Total		Male		Female		CO 1-5		CO 6-11	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Black	161	1.9	35	1.3	126	2.2	129	2.4	32	1.1
Spanish surname:	60	.7	23	.9	37	.6	35	.6	25	.8
American Indian:	37	.4	21	.8	16	.3	20	.4	17	.6
Oriental	14	.2	4	.1	10	.2	9	.2	5	.2
White	8,106	96.8	2,601	96.9	5,505	96.7	5,268	96.4	2,838	97.3
Total	8,378	100.0	2,684	100.0	5,694	100.0	5,461	100.0	2,917	100.0

Of the 8,378 regular ASCS County office employees, only 3.2 percent were minorities and 2.3 percent of these were in CO Grades 1-5. More than 69 percent (189) of the minorities were females, 179 of whom were employed in CO Grades 1-5. Of the 83 male minority employees, about 83 percent (69) were employed in CO Grades 6-11.

Highlights of ASCS County Office Employment, 1976

Ethnic Groups	Grade Levels									
	CO 1-5				CO 6-11				Total	
	Male		Female		Male		Female		CO 1-11	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Minority:	14	0.2	179	2.1	69	0.8	10	0.1	272	3.2
White	327	3.9	4,941	59.0	2,274	27.2	564	6.7	8,106	96.8
Total	341	4.1	5,120	61.1	2,343	28.0	574	6.8	8,278	100.0

Table 2-9.--Number of ASCS County Office Employees in CO Grades 1-5 by Region, State and Ethnic Group,
Calendar Year 1976

Region/State	ASCS Employees in CO Grades 1-5											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northeast												
Connecticut	-	-	-	-	-	-	7	7	-	-	-	7
Delaware	-	-	-	-	-	-	5	5	-	-	-	5
Maine	-	-	-	-	1	-	16	16	1	-	1	16
Maryland	-	2	-	-	-	-	16	16	-	-	-	18
Massachusetts	-	-	-	-	-	-	19	19	-	-	-	19
New Hampshire	-	-	-	-	1	-	9	9	1	-	1	9
New Jersey	-	-	-	-	-	-	13	13	-	-	-	13
New York	-	-	-	-	2	-	84	84	2	-	2	84
Pennsylvania	-	-	-	-	3	-	82	82	3	-	3	82
Rhode Island	-	-	-	-	-	-	1	1	-	-	-	1
Vermont	-	-	-	-	-	-	10	10	-	-	-	10
West Virginia	-	-	-	-	1	-	54	54	1	-	1	54
Total	-	2	-	-	8	-	316	316	8	-	8	318
Southeast												
Alabama	1	10	-	-	20	-	141	141	22	1/	22	151
Arkansas	-	3	-	-	22	-	144	144	22	-	22	147
Florida	-	2	-	-	4	-	55	55	4	-	4	57
Georgia	1	18	-	-	9	-	252	252	10	-	10	270
Kentucky	-	5	-	-	19	1	205	205	19	-	19	211
Louisiana	1	8	-	-	14	-	72	72	15	-	15	80
Mississippi	-	10	-	-	-	-	158	158	-	-	-	168
North Carolina	1	22	1	-	11	2	292	292	12	-	12	317
South Carolina	-	12	-	-	14	-	122	122	14	-	14	134
Tennessee	-	6	-	-	14	-	223	223	14	-	14	229
Virginia	-	20	-	-	4	1	123	123	4	-	4	144
Total	4	116	1	-	131	4	1,787	1,787	136	-	136	1,908

Continued

Table 2-9--Number of ASCS County Office Employees in CO Grades 1-5 by Region, State, and Ethnic Group,
Calendar Year 1976 (continued)

Region/State	ASCS Employees in CO Grades 1-5											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Midwest												
Illinois	-	-	-	-	-	-	-	202	-	202	-	202
Indiana	-	-	-	-	-	-	-	149	-	149	-	149
Iowa	-	-	-	-	-	-	3	213	3	213	3	213
Michigan	-	1	-	1	-	1	-	134	-	134	-	137
Missouri	-	-	-	-	-	-	8	239	8	239	8	239
Ohio	1	1	-	-	-	-	4	148	5	149	5	149
Wisconsin	1	-	-	-	-	-	6	115	7	115	7	115
Total	2	2	-	1	-	1	21	1,200	23	1,204	23	1,204
Southwest												
Arizona	-	-	-	-	-	-	1	13	1	13	1	13
California	-	1	-	-	-	-	-	52	-	52	-	55 2/
Colorado	-	-	1	-	-	-	9	41	10	41	10	41
Hawaii	-	-	-	-	-	-	-	-	-	-	-	4 3/
Kansas	-	-	-	-	-	-	11	205	11	205	11	205
Nevada	-	-	-	-	-	-	-	5	-	5	-	5
New Mexico	-	-	-	11	-	-	-	25	-	25	-	36
Oklahoma	-	1	-	-	5	3	26	125	31	129	31	129
Texas	-	1	1	19	1	5	51	377	53	402	53	402
Utah	-	-	-	-	-	-	-	23	-	23	-	23
Total	-	3	2	30	6	8	98	866	106	913	106	913

Continued

Table 2-9.-Number of ASCS County Office Employees in C0 Grades 1-5 by Region, State and Ethnic Group,
Calendar Year 1976 (continued)

Region/State	ASCS Employees in C0 Grades 1-5											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northwest												
Alaska	-	-	-	-	-	-	-	2	-	2	-	2
Idaho	-	-	-	-	-	-	1	45	1	46	1	46 1/
Minnesota	-	-	-	-	-	-	8	180	8	180		180
Montana	-	-	-	-	1	1	3	48	3	50	1	50 1/
Nebraska	-	-	1	-	-	-	26	186	26	187		187
North Dakota	-	-	-	-	-	-	18	103	18	103		103
Oregon	-	-	-	-	-	-	4	30	4	30		30
South Dakota	-	-	-	-	-	-	5	144	5	144		144
Washington	-	-	-	-	-	-	1	37	1	37		37
Wyoming	-	-	-	-	-	-	3	7	3	7		7
Total	-	-	1	-	1	14	69	782	69	786		786
Grand Total	6	123	2	33	6	327	4,951	342	5,129			

1/ Includes one Oriental.

2/ Includes two Orientals.

3/ Total consist of four Orientals.

NOTE: A dash "-" signifies zero.

Table 2-10. Number of ASCS County Office Employees in CO Grades 6-11 by Region, State, and Ethnic Group, Calendar Year 1976

Region/State	ASCS Employees in CO Grades 6-11											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northeast												
Connecticut	-	-	-	-	-	-	4	4	4	4	4	4
Delaware	1	-	-	-	-	-	2	-	3	-	3	-
Maine	-	-	-	-	-	-	9	5	9	5	9	5
Maryland	1	-	-	-	-	-	12	6	13	6	13	6
Massachusetts	-	-	-	-	-	-	5	-	5	-	5	-
New Hampshire	-	-	-	-	-	-	6	2	6	2	6	2
New Jersey	-	-	-	-	-	-	8	1	8	1	8	1
New York	-	-	-	-	-	-	41	7	43	7	43	7
Pennsylvania	1	-	-	-	-	-	35	18	36	18	36	18
Rhode Island	-	-	-	-	-	-	1	-	1	-	1	-
Vermont	-	-	-	-	-	-	4	9	4	9	4	9
West Virginia	1	-	-	-	-	-	36	11	37	11	37	11
Total	4	-	-	-	-	-	163	63	169	63	169	63
Southeast												
Alabama	1	-	-	-	-	-	51	26	52	26	52	26
Arkansas	2	-	-	-	-	-	63	10	65	10	65	10
Florida	1	-	-	-	-	-	39	12	40	12	40	12
Georgia	2	-	-	-	-	-	114	4	116	4	116	4
Kentucky	-	2	-	-	-	-	67	43	67	43	67	43
Louisiana	1	-	-	-	-	-	46	8	47	8	47	8
Mississippi	2	-	-	-	-	-	67	20	69	20	69	20
North Carolina	2	-	-	-	1	1	117	40	120	40	120	40
South Carolina	2	-	-	-	-	-	47	5	49	5	49	5
Tennessee	2	-	-	-	-	-	67	51	69	51	69	51
Virginia	2	-	-	-	-	-	63	30	65	30	65	30
Total	17	2	-	-	1	1	741	249	759	249	759	252

Continued

Table 2-10.—Number of ASCS County Office Employees in CO Grades 6-11 by Region, State, and Ethnic Group,
Calendar Year 1976 (continued)

Region/State	ASCS Employees in CO Grades 6-11											
	Black		Spanish surname		American Indian		White		Total		Male	Female
	No.	No.	Male	Female	Male	Female	Male	Female	Male	Female		
Midwest												
Illinois	1	-	1	-	-	-	80	12	82	12	12	12
Indiana	-	-	-	-	-	-	73	14	73	14	14	14
Iowa	-	-	-	-	-	-	87	13	87	13	13	13
Michigan	-	1	-	-	-	-	50	26	50	26	27	27
Missouri	1	-	-	-	-	-	97	12	98	12	12	12
Ohio	2	-	-	-	-	-	65	13	67	13	13	13
Wisconsin	-	-	-	-	-	-	53	8	53	8	8	8
Total	4	1	1	-	-	-	505	98	510	98	99	99
Southwest												
Arizona	-	-	-	1	-	-	9	1	9	1	2	2
California	-	-	-	-	-	-	27	9	27	9	10	10
Colorado	-	-	2	1	-	-	29	15	31	15	16	16
Hawaii	-	-	-	-	-	-	-	-	2	-	2	2
Kansas	-	-	-	-	-	-	100	5	100	5	5	5
Nevada	-	-	-	-	-	-	5	1	5	1	1	1
New Mexico	-	-	5	-	-	-	18	6	23	6	6	6
Oklahoma	1	-	-	-	5	1	72	8	78	8	9	9
Texas	2	-	1	2	3	-	190	44	205	44	46	46
Utah	-	-	-	-	-	-	24	-	25	-	1	1
Total	3	-	17	4	8	1	474	89	505	89	95	95

See footnotes at end of table.

Continued

Table 2-10—Number of ASCS County Office Employees in CO Grades 6-11 by Region, State, and Ethnic Group,
Calendar Year 1976 (continued)

Region/State	ASCS Employees in CO Grades 6-11											
	Black		Spanish surname		American Indian		White		Total			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.		No.
Northwest												
Alaska	-	-	-	-	-	-	-	-	-	-		-
Idaho	-	-	1	-	-	-	36	4	38	1/		4
Minnesota	1	-	-	-	-	-	76	9	77			9
Montana	-	-	-	-	-	-	33	10	35			10
Nebraska	-	-	1	-	-	-	78	8	79			8
North Dakota	-	-	-	-	2	-	47	5	49			5
Oregon	-	-	-	-	-	-	24	2	24			2
South Dakota	-	-	-	-	-	-	48	16	48			16
Washington	-	-	1	-	-	-	25	6	26			6
Wyoming	-	-	-	-	-	-	14	5	14			5
Total	1	-	3	-	4	-	381	65	390			65
Grand Total	29	3	21	4	15	2	2,264	564	2,333			574

1/ Includes one Oriental.

2/ Total consist of two Orientals.

NOTE: A dash "-" signifies zero.

EXTENSION SERVICE

The Cooperative Extension Service (ES) works with farmers, homemakers, and community groups to help identify and solve existing problems and to teach new methods of achieving desired goals. Extension work is carried out through State and county Extension offices in each State, Puerto Rico, Guam, the Virgin Islands, and the District of Columbia. The programs are coordinated by an ES staff in Washington, D.C.

Participation data by ethnic groups were reported from the State Extension Management Information System (SEMIS) for Educational Contacts, Nutrition Aides, and Homemakers, 4-H Membership, 4-H Sponsored Camps and ES State and County Professional Personnel.

Eligible populations for ES programs vary widely among programs and are not readily available through Census or other published data. ES personnel, through knowledge of their work, are currently developing eligibility data by ethnic group for each of their programs.

Targets for the delivery of information and services to minority group members have not been provided by the Extension Service.

Highlights of Extension Service Contacts. Fiscal Year 1976

Ethnic Group/Program Area	Contacts 1/		Percentage of Total
	Total	With Ethnic	
	No.	Group No.	
<u>Black (14 States)</u>			
Agriculture and Natural Resources:	11,259,613	1,548,692	13.8
Community Resource Development	2,457,587	475,747	19.4
Home Economics	7,917,825	1,673,372	21.1
4-H Youth	14,435,995	3,190,738	22.1
Total Activities	36,071,020	6,888,549	19.1
<u>Spanish Surname (5 States)</u>			
Agriculture and Natural Resources:	4,499,725	192,589	4.3
Community Resource Development	789,027	46,830	5.9
Home Economics	3,937,792	323,981	8.2
4-H Youth	4,691,662	284,256	5.7
Total Activities	13,918,206	847,656	6.1
<u>American Indian (13 States)</u>			
Agriculture and Natural Resources:	6,244,393	98,731	1.6
Community Resource Development	1,080,624	32,089	3.0
Home Economics	4,330,894	100,678	2.3
4-H Youth	6,566,107	132,757	2.0
Total Activities	18,222,018	364,255	2.0
<u>Oriental (6 States)</u>			
Agriculture and Natural Resources:	3,024,349	135,899	4.5
Community Resource Development	414,676	4,767	1.1
Home Economics	2,087,275	46,340	2.2
4-H Youth	3,233,550	47,782	1.5
Total Activities	8,759,850	234,788	2.7

1/ The number of contacts reflect the extent of program involvement as one individual may be contacted several times through one or all of the four programs.

NOTE: The difference between the percentage shown and 100 percent is the percentage of contacts to White and minorities other than the minority group designated.

Table 2-11.---Number and Percentage of Black Contacts in Extension Programs, Fiscal Year 1976

State/ Program Area	Contacts 1/		Percentage Black
	Total	Black	
	No.	No.	Pct.
<u>Alabama</u>			
Agriculture and Natural Resources:	859,319	106,086	12.3
Community Resource Development :	106,956	19,074	17.8
Home Economics :	887,414	225,129	25.4
4-H Youth :	1,051,318	311,340	29.6
Total :	2,905,007	661,629	22.8
<u>Arkansas</u>			
Agriculture and Natural Resources:	761,090	74,899	9.8
Community Resource Development :	315,564	27,358	8.7
Home Economics :	532,051	88,806	16.7
4-H Youth :	716,854	150,429	21.0
Total :	2,325,559	341,492	14.7
<u>Delaware</u>			
Agriculture and Natural Resources:	76,615	4,021	5.2
Community Resource Development :	8,413	2,047	24.3
Home Economics :	40,974	11,892	29.0
4-H Youth :	50,032	8,789	17.6
Total :	176,034	26,749	15.2
<u>Georgia</u>			
Agriculture and Natural Resources:	850,769	92,782	10.9
Community Resource Development :	334,651	64,221	19.2
Home Economics :	578,508	136,895	23.7
4-H Youth :	2,046,794	627,837	30.7
Total :	3,810,722	921,735	24.2
<u>Kentucky</u>			
Agriculture and Natural Resources:	508,316	8,985	1.8
Community Resource Development :	136,883	3,340	2.4
Home Economics :	447,939	24,528	5.5
4-H Youth :	1,118,660	68,868	6.2
Total :	2,211,798	105,721	4.8

See footnote at end of table.

Continued

Table 2-11.--Number and Percentage of Black Contacts in Extension Programs, Fiscal Year 1976 (continued)

State/ Program Area	Contacts ^{1/}		Percentage Black
	Total	Black	
	No.	No.	Pct.
<u>Louisiana</u>			
Agriculture and Natural Resources:	891,630	124,117	13.9
Community Resource Development	171,889	70,560	41.0
Home Economics	807,502	200,240	24.8
4-H Youth	2,085,608	694,800	33.3
Total	3,956,629	1,089,717	27.5
<u>Maryland</u>			
Agriculture and Natural Resources:	528,206	17,279	3.3
Community Resource Development	81,561	13,376	16.4
Home Economics	383,460	43,413	11.3
4-H Youth	522,306	66,680	12.8
Total	1,515,534	140,749	9.3
<u>Mississippi</u>			
Agriculture and Natural Resources:	1,702,460	543,169	31.9
Community Resource Development	333,228	100,658	30.2
Home Economics	745,303	261,141	35.0
4-H Youth	359,877	157,690	43.8
Total	3,140,868	1,062,658	33.8
<u>North Carolina</u>			
Agriculture and Natural Resources:	1,421,943	237,758	16.7
Community Resource Development	265,812	56,877	21.4
Home Economics	1,012,059	269,164	26.6
4-H Youth	860,779	207,156	24.1
Total	3,560,593	770,955	21.7
<u>Oklahoma</u>			
Agriculture and Natural Resources:	223,889	8,941	4.0
Community Resource Development	42,055	1,962	4.7
Home Economics	229,766	24,082	10.5
4-H Youth	370,891	17,118	4.6
Total	866,601	52,103	6.0

See footnotes at end of table.

Continued

Table 2- 11.--Number and Percentage of Black Contacts in Extension Programs, Fiscal Year 1976
(Continued)

State/ Program Area	Contacts 1/		Percentage Black
	Total	Black	
	No.	No.	Pct.
<u>South Carolina</u>			
Agriculture and Natural Resources:	495,615	76,410	15.4
Community Resource Development	73,577	16,359	22.2
Home Economics	361,574	116,324	32.2
4-H Youth	687,655	315,194	45.8
Total	1,618,421	524,287	32.4
<u>Tennessee</u>			
Agriculture and Natural Resources:	1,365,089	130,396	9.6
Community Resource Development	169,142	32,338	19.1
Home Economics	909,136	81,491	9.0
4-H Youth	2,778,703	241,039	8.7
Total	5,222,070	485,264	9.3
<u>Virginia</u>			
Agriculture and Natural Resources:	1,266,925	118,545	9.4
Community Resource Development	327,019	63,844	19.5
Home Economics	783,963	181,395	23.1
4-H Youth	1,481,599	311,505	21.0
Total	3,859,506	675,289	17.5
<u>West Virginia</u>			
Agriculture and Natural Resources:	307,747	5,304	1.7
Community Resource Development	90,837	3,733	4.1
Home Economics	198,176	8,872	4.5
4-H Youth	304,919	12,293	4.0
Total	901,679	30,202	3.3

1/ The number of contacts reflect the extent of program involvement as one individual may be contacted several times through one or all of the four programs.

NOTE: A dash "-" signifies zero.

Table 2-12.--Number and Percentage of Spanish surname Contacts in Extension Sponsored Educational Programs, Fiscal Year 1976

State/ Program Area	Contacts 1/		Percentage Spanish surname
	Total	Spanish surname	
	No.	No.	Pct.
<u>Arizona</u>			
Agriculture and Natural Resources:	227,086	13,247	5.8
Community Resource Development	45,102	5,947	13.2
Home Economics	134,679	15,199	11.3
4-H Youth	196,298	20,874	10.6
Total	603,165	55,267	9.2
<u>California</u>			
Agriculture and Natural Resources:	1,622,478	64,551	4.0
Community Resource Development	84,519	7,014	8.3
Home Economics	975,542	135,098	13.8
4-H Youth	1,362,438	100,390	7.4
Total	4,044,977	307,053	7.6
<u>Colorado</u>			
Agriculture and Natural Resources:	291,664	8,207	2.8
Community Resource Development	92,836	3,674	4.0
Home Economics	357,298	25,969	7.3
4-H Youth	631,365	33,602	5.3
Total	1,373,163	71,452	5.2
<u>Kansas</u>			
Agriculture and Natural Resources:	1,988,621	4,360	.2
Community Resource Development	475,695	6,628	1.4
Home Economics	1,860,845	27,036	1.5
4-H Youth	1,955,164	12,356	.6
Total	6,280,325	50,380	.8
<u>New Mexico</u>			
Agriculture and Natural Resources:	369,876	102,224	27.6
Community Resource Development	90,875	23,567	25.9
Home Economics	609,428	120,679	19.8
4-H Youth	546,397	117,034	21.4
Total	1,616,576	363,504	22.5

1/ The number of contacts reflect the extent of program involvement as one individual may be contacted several times through one or all of the four programs.

Table 2-13.--Number and Percentage of American Indian Contacts in Extension
Sponsored Educational Program, Fiscal Year 1976

State/ Program Area	Contacts 1/		Percentage American Indian Pct.
	Total	American Indian	
	No.	No.	
<u>Arizona</u>			
Agriculture and Natural Resources:	227,086	16,655	7.3
Community Resource Development	45,102	2,409	5.3
Home Economics	134,679	12,243	9.1
4-H Youth	196,298	10,311	5.3
Total	603,165	41,618	6.9
<u>California</u>			
Agriculture and Natural Resources:	1,622,478	3,397	.2
Community Resource Development	84,519	592	.7
Home Economics	975,542	4,644	.5
4-H Youth	1,362,438	10,936	.8
Total	4,044,977	19,569	.5
<u>Idaho</u>			
Agriculture and Natural Resources:	240,433	1,179	.5
Community Resource Development	96,575	1,139	1.2
Home Economics	84,216	4,614	5.5
4-H Youth	281,107	5,393	1.9
Total	702,331	12,325	1.8
<u>Minnesota</u>			
Agriculture and Natural Resources:	776,567	1,018	.1
Community Resource Development	156,974	619	.4
Home Economics	256,241	1,087	.4
4-H Youth	1,106,730	4,999	.5
Total	2,296,512	7,723	.3
<u>Montana</u>			
Agriculture and Natural Resources:	139,777	4,577	3.3
Community Resource Development	76,212	7,431	9.8
Home Economics	123,502	5,209	4.2
4-H Youth	305,433	13,471	4.4
Total	644,924	30,688	4.8

See footnote at end of table.

Continued

Table 2-13.-- Number and Percentage of American Indian Contacts in Extension Sponsored Educational Program, Fiscal Year 1976 (continued)

State/ Program Area	Contacts 1/		Percentage American Indian Pct.
	Total	American Indian	
	No.	No.	
<u>New Mexico</u>			
Agriculture and Natural Resources:	369,876	33,518	9.1
Community Resource Development	90,875	7,156	7.9
Home Economics	609,428	27,818	4.6
4-H Youth	546,397	25,644	4.7
Total	1,616,576	94,136	5.8
<u>North Carolina</u>			
Agriculture and Natural Resources:	1,421,943	12,342	.9
Community Resource Development	265,812	1,912	.7
Home Economics	1,012,059	9,624	1.0
4-H Youth	860,779	11,334	1.3
Total	3,560,593	35,215	1.0
<u>Oklahoma</u>			
Agriculture and Natural Resources:	223,889	12,719	5.7
Community Resource Development	42,055	1,781	4.2
Home Economics	229,766	14,380	6.3
4-H Youth	370,891	23,751	6.4
Total	866,601	52,631	6.1
<u>Oregon</u>			
Agriculture and Natural Resources:	249,617	1,457	.6
Community Resource Development	38,493	501	1.3
Home Economics	91,828	1,383	1.5
4-H Youth	237,993	2,390	1.0
Total	617,931	5,731	.9
<u>South Dakota</u>			
Agriculture and Natural Resources:	310,174	5,554	1.8
Community Resource Development	65,749	5,030	7.6
Home Economics	183,064	7,523	4.1
4-H Youth	436,389	9,547	2.2
Total	995,376	27,654	2.8

See footnote at end of table.

Continued

Table 2-13.-- Number and Percentage of American Indian Contacts in Extension Sponsored Educational Program, Fiscal Year 1976 (continued)

State/ Program Area	Contacts 1/		Percentage American Indian
	Total	American Indian	
	No.	No.	Pct.
<u>Utah</u>			
Agriculture and Natural Resources:	120,490	1,654	1.4
Community Resource Development	20,994	1,090	5.2
Home Economics	152,616	2,202	1.4
4-H Youth	190,499	3,521	1.8
Total	484,599	8,467	1.7
<u>Washington</u>			
Agriculture and Natural Resources:	499,667	4,365	1.0
Community Resource Development	81,259	2,321	2.9
Home Economics	425,775	9,113	2.1
4-H Youth	530,148	10,450	2.0
Total	1,536,849	26,249	1.7
<u>Wyoming</u>			
Agriculture and Natural Resources:	42,396	296	.7
Community Resource Development	16,005	105	.7
Home Economics	52,178	838	1.6
4-H Youth	141,005	1,010	.7
Total	251,584	2,249	.9

1/ The number of contacts reflect the extent of program involvement as one individual may be contacted several times through one or all of the four programs.

Table 2-14.--Number and Percentage of Oriental and Other Contacts in Extension Sponsored Educational Programs, Fiscal Year 1976

State/ Program Area	Contacts 1/		Percentage Oriental and Other
	Total	Oriental and Other	
	No.	No.	Pct.
<u>California</u>			
Agriculture and Natural Resources:	1,622,478	122,905	7.6
Community Resource Development	84,519	2,653	3.1
Home Economics	975,542	38,255	3.9
4-H Youth	1,362,438	32,762	2.4
Total	4,044,977	196,575	4.9
<u>Colorado</u>			
Agriculture and Natural Resources:	291,664	1,710	.6
Community Resource Development	92,836	307	.3
Home Economics	357,298	2,102	.6
4-H Youth	631,365	3,542	.6
Total	1,373,163	7,661	.6
<u>Idaho</u>			
Agriculture and Natural Resources:	240,433	2,653	1.1
Community Resource Development	96,575	198	.2
Home Economics	84,216	498	.6
4-H Youth	281,107	1,790	.6
Total	702,331	5,139	.7
<u>Oregon</u>			
Agriculture and Natural Resources:	249,617	1,457	.6
Community Resource Development	38,493	501	1.3
Home Economics	91,828	1,383	1.5
4-H Youth	237,993	2,390	1.0
Total	617,931	5,731	.9

See footnote at end of table.

Continued

Table 2-14.--Number and Percentage of Oriental and Other Contacts in Extension Sponsored Educational Programs, Fiscal Year 1976 (continued)

State/ Program Area	Contacts ^{1/}		Percentage Oriental and Other
	Total	Oriental and Other	
	No.	No.	Pct.
<u>Utah</u>			
Agriculture and Natural Resources:	120,490	862	0.7
Community Resource Development	20,994	73	.3
Home Economics	152,616	788	.5
4-H Youth	190,499	1,794	.9
Total	484,599	3,517	.7
<u>Washington</u>			
Agriculture and Natural Resources:	499,667	6,312	1.3
Community Resource Development	81,259	1,035	1.3
Home Economics	425,775	3,314	.8
4-H Youth	530,148	5,504	1.0
Total	1,536,849	16,165	1.1

^{1/} The number of contacts reflect the extent of program involvement as one individual may be contacted several times through one or all of the four programs.

EXPANDED FOOD AND NUTRITION EDUCATION PROGRAM

The Expanded Food and Nutrition Education Program utilizes nutrition aides to reach and help those low-income homemakers who lack the skills necessary to recognize nutrition needs in making use of inexpensive foods and to prepare these foods in attractive and appetizing dishes. In 1976, there were 6,329 nutrition aides, compared with 6,656 in 1975. Aides worked with 244,129 homemakers in 1976 compared with 269,190 in 1975.

Highlights of Nutrition Aides

Region	Total	Percentage of program aides participating in nutrition programs, 1976					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England	268	73.1	16.4	9.7	1/	0.7	1/
Middle Atlantic	708	54.5	34.2	11.0	.1	1/	.1
East North Central	894	56.3	36.9	5.6	.8	.2	.2
West North Central	491	68.6	24.2	2.0	4.9	.2	1/
South Atlantic	1,191	44.0	54.7	.8	.5	1/	.1
East South Central	1,105	52.7	47.3	1/	1/	1/	1/
West South Central	1,036	24.9	53.6	19.5	1.5	.1	.4
Mountain	309	40.1	11.0	41.1	7.1	.3	.3
Pacific	327	36.1	24.8	33.0	3.4	1.5	1.2
Total	6,329	47.8	40.7	9.6	1.4	.2	.2

1/ No program aides in nutrition program.

Highlights of Homemakers

Region	Total	Percentage of homemakers participating in nutrition programs, 1976					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England	8,210	67.1	15.4	14.8	0.5	0.9	1.3
Middle Atlantic	21,850	53.8	31.7	13.8	.2	.2	.3
East North Central	27,892	51.5	39.6	7.5	.9	.2	.4
West North Central	16,694	67.9	22.2	1.9	7.0	.8	.2
South Atlantic	52,615	32.8	65.6	.9	.5	.1	.1
East South Central	42,891	46.2	53.6	1/	.1	1/	1/
West South Central	52,139	18.1	55.4	25.4	.9	.1	.1
Mountain	8,427	36.8	9.0	42.8	9.8	.9	.7
Pacific	13,411	32.6	20.1	40.7	2.2	3.2	1.3
Total	244,129	39.7	46.2	12.0	1.4	.4	.3

1/ Less than 0.05 percent.

Table 2-15.--Number of Program Aides in Nutrition Program, by Region and Ethnic Group, June 30, 1976

Region/State	Total	Program Aides Participating					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
New England							
Maine	57	57	-	-	-	-	-
New Hampshire	27	26	-	1	-	-	-
Vermont	30	28	2	-	-	-	-
Massachusetts	99	59	21	17	-	2	-
Rhode Island	29	21	6	2	-	-	-
Connecticut	26	5	15	6	-	-	-
Total	268	196	44	26	-	2	-
Middle Atlantic							
New York	351	210	97	42	1	-	1
New Jersey	112	14	76	22	-	-	-
Pennsylvania	245	162	69	14	-	-	-
Total	708	386	242	78	1	-	1
East North Central							
Ohio	159	67	85	7	-	-	-
Indiana	145	88	52	5	-	-	-
Illinois	230	97	114	19	-	-	-
Michigan	173	93	62	15	2	-	1
Wisconsin	187	158	17	4	5	2	1
Total	894	503	330	50	7	2	2
West North Central							
Minnesota	82	67	10	2	3	-	-
Iowa	86	67	13	3	3	-	-
Missouri	149	88	61	-	-	-	-
North Dakota	32	22	-	-	10	-	-
South Dakota	38	33	-	2	3	-	-
Nebraska	54	36	15	-	3	-	-
Kansas	50	24	20	3	2	1	-
Total	491	337	119	10	24	1	-

See note at end of table.

Continued

Table 2-15.--Number of Program Aides in Nutrition Program, by Region and Ethnic Group, June 30, 1976 (continued)

Region/State	Program Aides Participating						
	Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
<u>South Atlantic</u>							
Delaware	23	3	18	2	-	-	-
Maryland	69	32	36	1	-	-	-
Virginia	199	71	126	1	-	-	1
West Virginia	105	73	31	1	-	-	-
North Carolina	242	123	113	-	6	-	-
South Carolina	154	59	95	-	-	-	-
Georgia	224	105	119	-	-	-	-
Florida	175	58	113	4	-	-	-
Total	1,191	524	651	9	6	-	1
<u>East South Central</u>							
Kentucky	217	179	38	-	-	-	-
Tennessee	236	181	55	-	-	-	-
Alabama	385	180	205	-	-	-	-
Mississippi	267	42	225	-	-	-	-
Total	1,105	582	523	-	-	-	-
<u>West South Central</u>							
Arkansas	186	80	105	-	-	-	1
Louisiana	240	55	185	-	-	-	-
Oklahoma	129	68	40	4	16	-	1
Texas	481	55	225	198	-	1	2
Total	1,036	258	555	202	16	1	4
<u>Mountain</u>							
Montana	21	16	-	1	4	-	-
Idaho	41	32	3	1	5	-	-
Wyoming	18	12	4	2	-	-	-
Colorado	33	9	5	18	-	1	-
New Mexico	93	12	4	71	6	-	-
Arizona	46	8	11	23	4	-	-
Utah	45	31	1	9	3	-	1
Nevada	12	4	6	2	-	-	-
Total	309	124	34	127	22	1	1

See note at end of table.

Continued

Table 2-15.--Number of Program Aides in Nutrition Program, by Region and Ethnic Group, June 30, 1976 (continued)

Region/State	Program Aides Participating						
	Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Pacific							
Washington	88	50	19	10	8	-	1
Oregon	40	28	4	6	1	1	-
California	199	40	58	92	2	4	3
Total	327	118	81	108	11	5	4
Grand Total	6,329	3,028	2,579	610	87	12	13

NOTE: A dash "-" signifies zero.

Table 2-16.--Number of Homemakers in Nutrition Program, by Region and Ethnic Group,
June 30, 1976

Region/State	Total	Homemakers Participating					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
<u>New England</u>							
Maine	1,934	1,896	9	-	20	3	6
New Hampshire	839	776	4	54	2	2	1
Vermont	764	708	7	4	5	8	32
Massachusetts	2,743	1,352	561	730	7	58	35
Rhode Island	685	478	112	68	9	6	12
Connecticut	1,245	301	572	355	-	-	17
Total	8,210	5,511	1,265	1,211	43	77	103
<u>Middle Atlantic</u>							
New York	9,886	5,571	2,594	1,616	34	19	52
New Jersey	3,603	608	2,147	838	1	-	9
Pennsylvania	8,361	5,573	2,181	562	11	26	8
Total	21,850	11,752	6,922	3,016	46	45	69
<u>East North Central</u>							
Ohio	5,787	2,855	2,605	308	7	7	5
Indiana	5,128	2,838	2,013	215	2	3	57
Illinois	9,182	3,674	4,453	1,029	14	10	2
Michigan	4,887	2,784	1,557	430	87	8	21
Wisconsin	2,908	2,216	413	97	142	21	19
Total	27,892	14,367	11,041	2,079	252	49	104
<u>West North Central</u>							
Minnesota	1,794	1,418	155	27	155	35	4
Iowa	2,427	1,983	269	75	75	17	8
Missouri	6,341	4,190	2,063	38	32	8	10
North Dakota	1,171	781	-	3	375	4	8
South Dakota	1,264	903	6	12	336	6	1
Nebraska	1,352	885	317	48	94	6	2
Kansas	2,345	1,172	891	119	107	51	5
Total	16,694	11,332	3,701	322	1,174	127	38

See note at end of table.

Continued

Table 2-16.--Number of Homemakers in Nutrition Program, by Region and Ethnic Group, June 30, 1976 (continued)

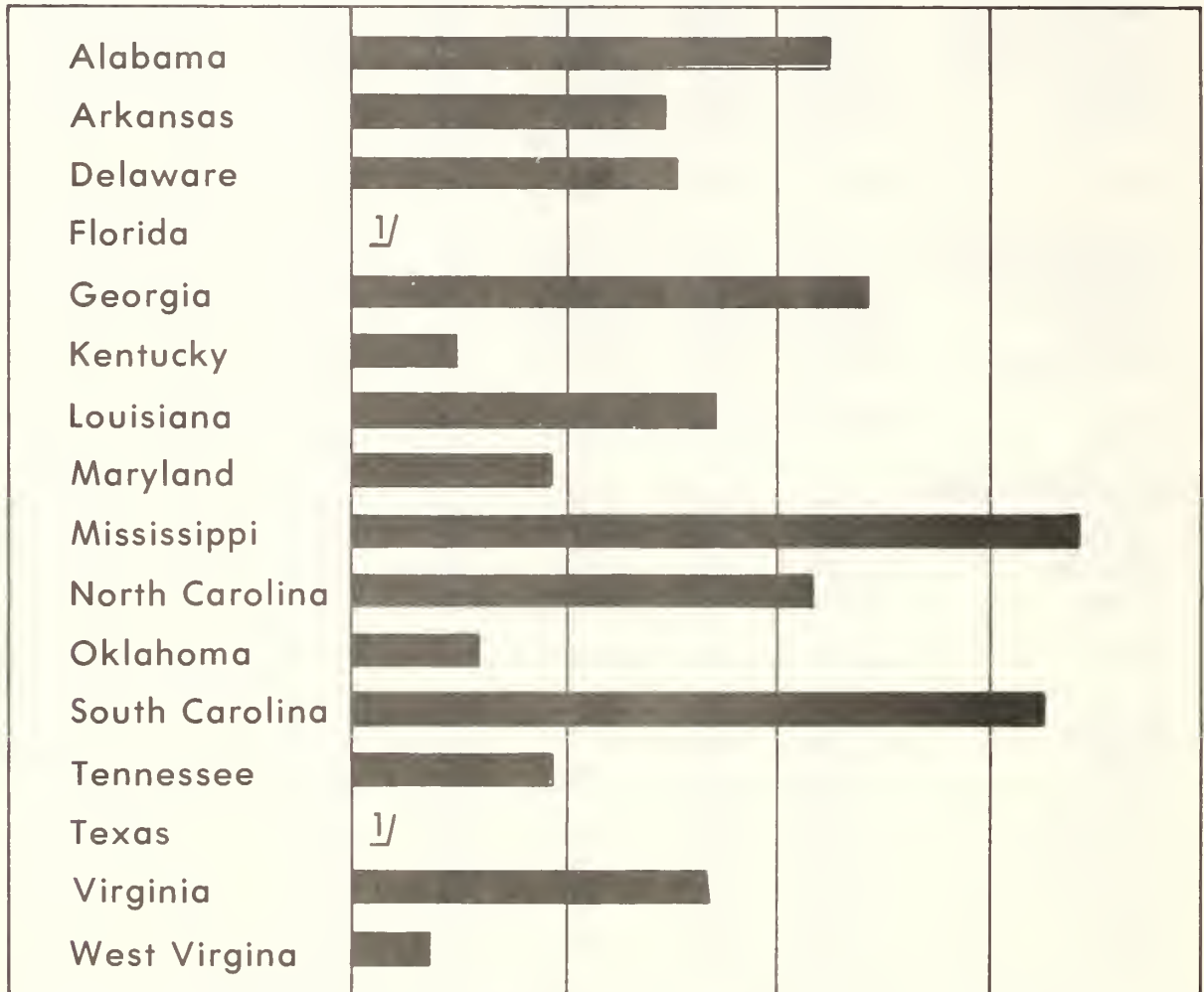
Region/State	Total	Homemakers Participating					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
<u>South Atlantic</u>							
Delaware	887	308	482	95	1	-	1
Maryland	3,024	1,408	1,549	42	1	20	4
Virginia	9,466	2,978	6,438	19	3	13	15
West Virginia	3,000	2,436	557	3	-	1	3
North Carolina	9,877	3,540	6,058	5	261	4	9
South Carolina	5,564	831	4,721	-	4	3	5
Georgia	14,268	3,857	10,390	8	-	11	2
Florida	6,529	1,885	4,342	282	1	18	1
Total	52,615	17,243	34,537	454	271	70	40
<u>East South Central</u>							
Kentucky	6,708	5,155	1,532	6	13	2	-
Tennessee	12,514	8,463	4,032	5	1	10	3
Alabama	13,068	4,877	8,162	4	21	-	4
Mississippi	10,601	1,301	9,271	3	23	3	-
Total	42,891	19,796	22,997	18	58	15	7
<u>West South Central</u>							
Arkansas	7,487	2,538	4,917	7	6	17	2
Louisiana	14,401	2,272	12,117	4	7	-	1
Oklahoma	3,246	1,529	1,159	96	430	15	17
Texas	27,005	3,122	10,674	13,131	37	31	10
Total	52,139	9,461	28,867	13,238	480	63	30
<u>Mountain</u>							
Montana	755	511	7	44	181	9	3
Idaho	1,291	952	68	116	138	9	8
Wyoming	247	165	54	27	1	-	-
Colorado	527	199	22	302	1	2	1
New Mexico	2,666	271	99	2,059	203	9	25
Arizona	1,484	172	347	734	204	25	2
Utah	1,105	695	17	275	80	20	18
Nevada	352	134	148	46	18	4	2
Total	8,427	3,099	762	3,603	826	78	59
<u>Pacific</u>							
Washington	2,369	1,488	409	270	163	20	19
Oregon	885	613	63	177	20	11	1
California	10,157	2,267	2,225	5,011	109	393	152
Total	13,411	4,368	2,697	5,458	292	424	172
Grand Total	244,129	96,929	112,789	29,399	3,442	948	622

NOTE: A dash "-" signifies zero.

Figure 2-1

PERCENTAGE OF CONTACTS TO RACIAL/ETHNIC GROUP MEMBERS IN EXTENSION SPONSORED EDUCATIONAL PROGRAMS, 1976

BLACK CONTACTS



SPANISH SURNAME CONTACTS

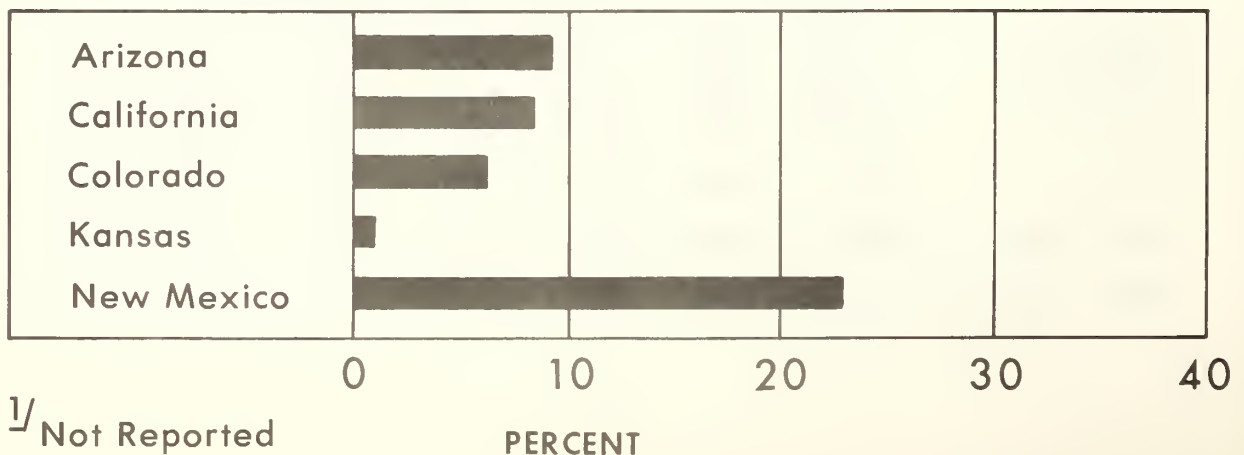
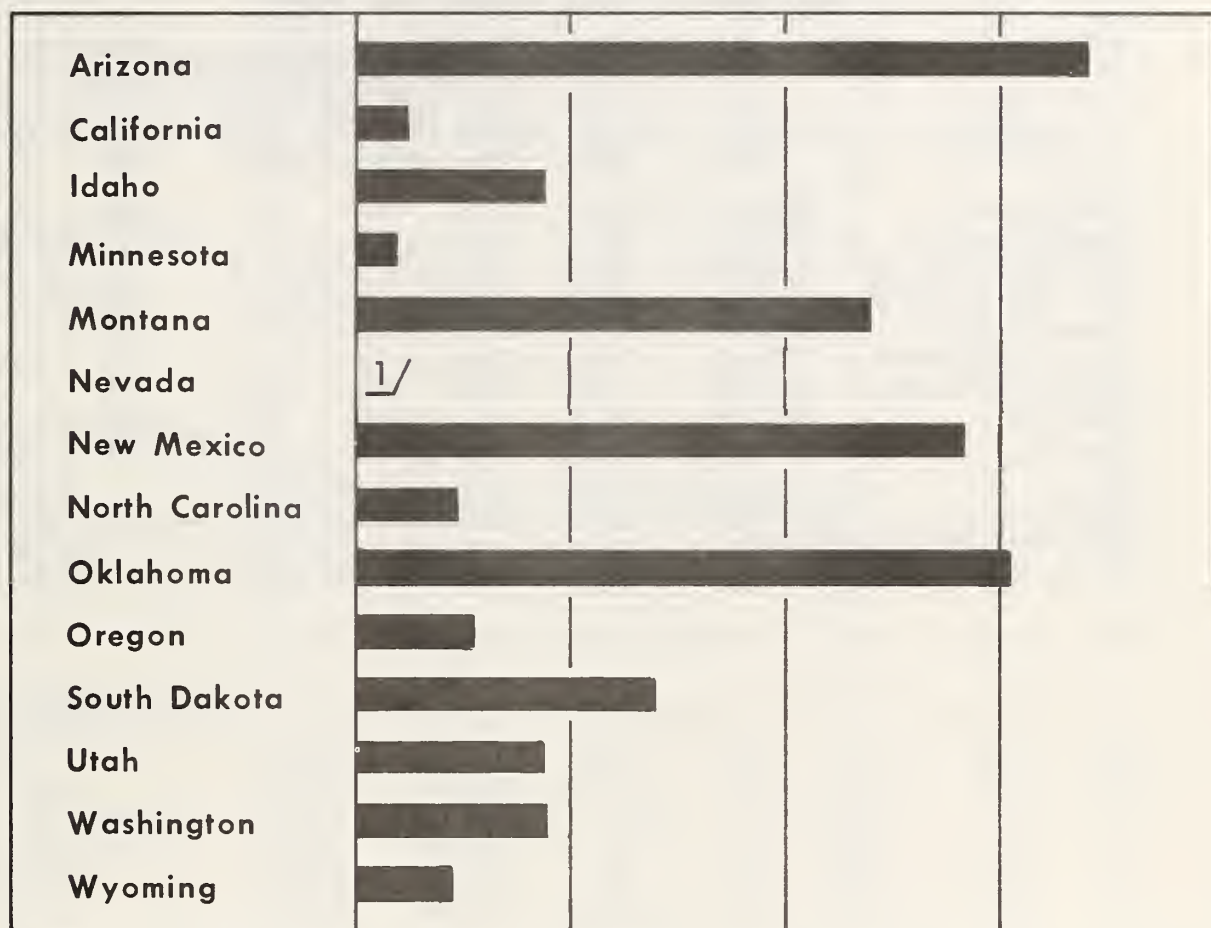


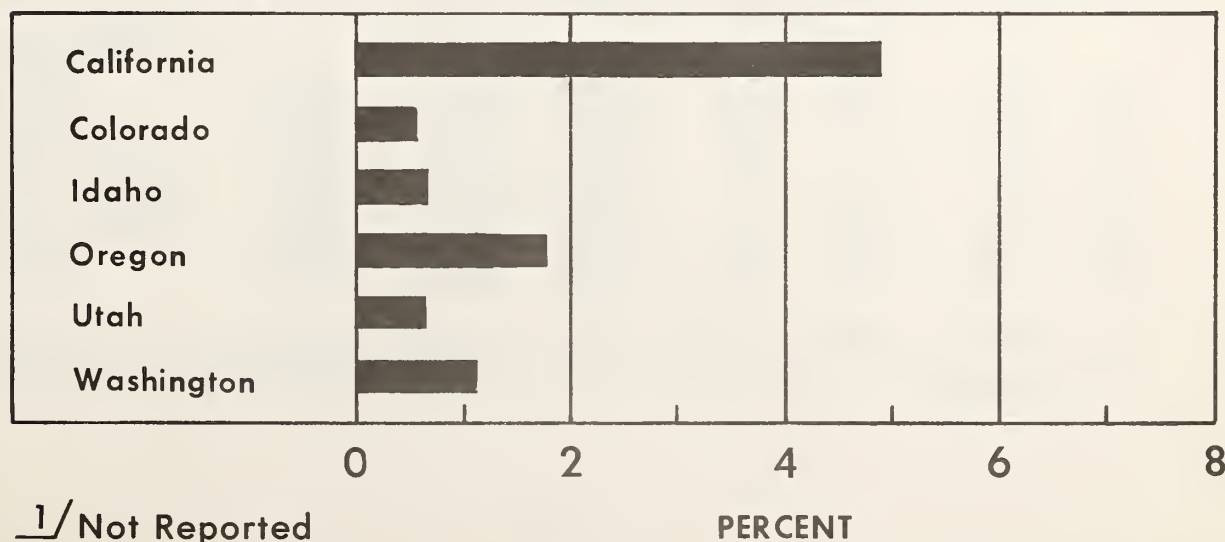
Figure 2-1 (Cont'd)

PERCENTAGE OF CONTACTS TO RACIAL/ETHNIC GROUP MEMBERS IN EXTENSION SPONSORED EDUCATIONAL PROGRAMS, 1976

AMERICAN INDIAN CONTACTS



ORIENTAL AND OTHER CONTACTS



4-H MEMBERSHIP

The Extension Service (ES) sponsors 4-H Clubs and special short term activities for youth through voluntary membership. The 4-H clubs and special activities offer educational experiences that are structured around specific projects for each participant. The age for membership is generally 9-19 years, although this differs somewhat among States.

Highlights of Youth in 4-H Clubs, 1976

Region	Total	Percentage Participating					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England	255,022	82.0	13.6	3.0	0.1	0.2	1.1
Middle Atlantic	673,615	89.9	7.3	2.4	.1	.3	1/
East North Central	730,374	88.4	9.6	1.5	.3	.1	.1
West North Central	376,658	86.9	11.2	.6	1.1	.1	.1
South Atlantic	630,568	67.4	31.5	.6	.3	.1	.1
East South Central	717,208	71.5	28.3	1/	.1	1/	1/
West South Central	394,432	74.1	19.0	3.9	2.8	.1	.1
Mountain	196,836	78.8	5.4	11.0	3.9	.4	.4
Pacific	221,165	80.4	4.4	11.4	1.1	1.3	1.4
Total	4,195,878	79.8	16.5	2.5	.7	.2	.2
1/ Less than 0.05 percent.							

Table 2-17.—Number of Youth in 4-H Clubs, by Region and Ethnic Group, 1976

Region/State	Total	Youth Participating					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
New England							
Maine	: 12,707	12,583	68	22	15	19	-
New Hampshire	: 12,263	12,192	31	17	5	12	6
Vermont	: 18,598	18,447	70	16	17	24	24
Massachusetts	: 60,801	50,089	6,859	1,575	137	197	1,944
Rhode Island	: 11,360	9,885	1,121	297	18	24	15
Connecticut	: 139,293	106,008	26,487	5,625	18	295	860
Total	: 255,022	209,204	34,636	7,552	210	571	2,849
Middle Atlantic							
New York	: 511,763	460,616	35,837	12,918	908	1,283	201
New Jersey	: 77,909	67,432	7,207	2,614	32	617	7
Pennsylvania	: 83,943	77,347	6,130	319	23	113	11
Total	: 673,615	605,395	49,174	15,851	963	2,013	219
East North Central							
Ohio	: 213,430	188,342	22,739	1,726	348	215	60
Indiana	: 161,959	132,662	24,400	4,426	83	279	109
Illinois	: 116,132	105,634	8,232	1,773	68	229	196
Michigan	: 157,137	139,775	13,452	2,628	845	187	250
Wisconsin	: 81,716	78,895	1,582	356	715	58	110
Total	: 730,374	645,308	70,405	10,909	2,059	968	725
West North Central							
Minnesota	: 74,193	72,169	822	290	695	142	75
Iowa	: 73,391	71,193	1,713	214	134	102	35
Missouri	: 82,610	44,672	37,506	357	42	12	21
North Dakota	: 23,564	22,799	47	35	656	20	7
South Dakota	: 24,859	22,353	47	101	2,258	17	83
Nebraska	: 46,002	44,533	561	579	227	100	2
Kansas	: 52,039	49,413	1,650	733	119	84	40
Total	: 376,658	327,132	42,346	2,309	4,131	477	263
South Atlantic							
Delaware	: 4,571	1,734	2,830	2	1	4	-
Maryland	: 42,120	28,392	12,967	408	122	130	101
Virginia	: 120,309	81,337	38,395	96	217	156	108
West Virginia	: 39,137	35,762	3,312	23	9	24	7
North Carolina	: 93,408	60,146	32,210	14	1,018	12	8
South Carolina	: 69,001	34,372	34,578	-	17	14	20
Georgia	: 161,698	110,671	50,440	149	206	183	49
Florida	: 100,324	72,587	23,694	3,651	238	123	31
Total	: 630,568	425,001	198,426	4,343	1,828	646	324

See note at end of table.

Continued

Table 2-17.--Number of Youth in 4-H Clubs, by Region and Ethnic Group, 1976
(continued)

Region/State	Total	Youth Participating					
		White	Black	Spanish surname	American Indian	Other	
	No.	No.	No.	No.	No.	No.	No.
East South Central:							
Kentucky	161,743	148,638	12,601	69	109	125	201
Tennessee	174,662	148,181	26,336	24	36	69	16
Alabama	110,171	73,430	36,558	35	50	13	85
Mississippi	270,632	142,706	127,527	28	345	26	-
Total	717,208	512,955	203,022	156	540	233	302
West South Central:							
Arkansas	51,374	37,668	13,591	21	24	36	34
Louisiana	85,799	57,745	27,541	219	135	24	135
Oklahoma	137,332	109,741	15,173	1,293	10,634	257	234
Texas	119,927	87,107	18,679	13,929	81	113	18
Total	394,432	292,261	74,984	15,462	10,874	430	421
Mountain							
Montana	12,977	12,054	25	124	752	19	3
Idaho	27,696	26,603	68	474	448	91	12
Wyoming	9,985	9,518	22	243	178	21	3
Colorado	61,358	46,022	6,820	7,094	434	401	587
New Mexico	14,476	8,931	357	3,934	1,209	9	36
Arizona	29,883	16,409	2,264	7,858	3,260	45	47
Utah	34,015	30,276	821	1,643	998	160	117
Nevada	6,446	5,320	269	285	473	18	81
Total	196,836	155,133	10,646	21,655	7,752	764	886
Pacific							
Washington	28,924	27,215	700	413	472	124	-
Oregon	49,984	47,807	719	691	323	333	111
California	142,257	102,783	8,297	24,205	1,628	2,343	3,001
Total	221,165	177,805	9,716	25,309	2,423	2,800	3,112
Grand Total	4,195,878	3,350,194	693,355	103,546	30,780	8,902	9,101

NOTE: A dash "-" signifies zero.

Table 2-18.--Percentage of Non-Integrated 4-H Units and Youth Enrolled in Units in Racially-Ethnically Mixed Communities by Region and State, 1976

Region/State	Total		Non-Integrated 1/	
	4-H Units	Youth	4-H Units	Youth
	No.	No.	Pct.	Pct.
<u>New England</u>				
Maine	602	12,707	66.6	63.9
New Hampshire	544	12,263	71.9	72.7
Vermont	689	18,598	20.5	20.4
Massachusetts	2,107	60,801	45.1	33.3
Rhode Island	479	11,360	5.8	9.9
Connecticut	3,812	139,293	11.4	5.2
Total	8,233	255,022	28.5	19.4
<u>Middle Atlantic</u>				
New York	10,489	511,763	10.4	4.7
New Jersey	3,392	77,909	18.5	14.0
Pennsylvania	3,340	83,943	17.7	16.1
Total	17,221	673,615	13.4	7.2
<u>East North Central</u>				
Ohio	9,115	213,430	14.6	11.7
Indiana	4,646	161,959	20.7	13.7
Illinois	4,986	116,132	14.6	14.0
Michigan	6,836	157,137	14.1	12.1
Wisconsin	2,767	81,716	45.6	42.4
Total	28,350	730,374	18.5	16.0
<u>West North Central</u>				
Minnesota	2,648	74,193	25.1	21.6
Iowa	3,972	73,391	35.0	34.3
Missouri	2,525	82,610	9.5	7.6
North Dakota	1,425	23,564	3.6	3.5
South Dakota	1,490	24,859	25.6	18.2
Nebraska	3,455	46,002	44.6	41.4
Kansas	1,277	52,039	53.2	37.9
Total	16,792	376,658	29.5	24.3
<u>South Atlantic</u>				
Delaware	111	4,571	16.2	10.1
Maryland	1,385	42,120	51.3	37.5
Virginia	3,019	120,309	-	-
West Virginia	1,439	39,137	25.2	20.5
North Carolina	3,298	93,408	28.9	22.8
South Carolina	2,207	69,001	11.1	8.1
Georgia	4,068	161,698	6.9	4.6
Florida	2,668	100,324	13.2	7.1
Total	18,195	630,568	16.0	10.4

See footnote at end of table.

Continued

Table 2-18.--Percentage of Non-Integrated 4-H Units and Youth Enrolled in Units in Racially-Ethnically Mixed Communities by Region and State, 1976 (continued)

Region/State	Total		Non-Integrated 1/	
	4-H Units	Youth	4-H Units	Youth
	No.	No.	Pct.	Pct.
<u>East South Central:</u>				
Kentucky	6,427	161,743	12.3	8.9
Tennessee	5,689	174,662	10.2	9.8
Alabama	3,347	110,171	14.4	9.9
Mississippi	2,487	270,632	28.7	6.1
Total	17,950	717,208	14.3	8.2
<u>West South Central:</u>				
Arkansas	1,877	51,374	11.9	7.6
Lousianan	1,626	85,799	11.3	8.9
Oklahoma	2,859	137,332	12.0	5.3
Texas	2,968	119,927	7.5	4.8
Total	9,330	394,432	10.4	6.2
<u>Mountain</u>				
Montana	811	12,977	29.2	27.0
Idaho	1,886	27,696	39.2	36.8
Wyoming	664	9,985	57.8	47.3
Colorado	1,851	61,358	28.6	11.6
New Mexico	488	14,476	22.7	13.2
Arizona	1,259	29,883	30.1	18.2
Utah	3,554	34,015	63.2	53.6
Nevada	585	6,446	11.1	21.8
Total	11,098	196,836	42.3	26.7
<u>Pacific</u>				
Washington	1,828	28,924	47.9	37.5
Oregon	5,239	49,984	27.6	23.0
California	2,573	142,257	9.4	3.1
Total	9,640	221,165	26.6	12.1
Grand Total	136,809	4,195,878	20.9	12.8

1/ Non-integrated units in racially/ethnically mixed communities were composed of members of one ethnic group.

NOTE: A dash "-" signifies zero.

4-H CAMPS

In addition to the 4-H club membership and special short term activities there are special educational camp sessions provided at a fee which may last hours or several days. Special camp sessions generally cover one project or an area of interest and are led by adult staff members.

Highlights of Youth Attendance at 4-H Camps, 1976

Region	Camp Sessions	Percentage Attending						
		Total	White	Black	Spanish: surname	American: Indian	Oriental	Other
	No.	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England	356	18,486	95.8	2.6	0.6	0.7	0.1	0.3
Middle Atlantic	714	31,483	92.7	6.2	.7	.1	.3	<u>1</u> / ₁
East North Central	2,016	92,937	78.2	19.0	2.2	.4	.1	<u>1</u> / ₁
West North Central	2,073	69,839	94.3	2.8	.7	1.8	.3	.1
South Atlantic	2,615	112,131	68.4	30.9	.1	.4	<u>1</u> / ₁	.1
East South Central	676	34,135	77.5	22.5	<u>1</u> / ₁	<u>1</u> / ₁	<u>1</u> / ₁	<u>1</u> / ₁
West South Central	834	32,382	63.2	29.9	5.7	1.1	<u>1</u> / ₁	<u>1</u> / ₁
Mountain	525	23,709	77.9	6.1	12.7	2.9	.4	<u>1</u> / ₁
Pacific	463	21,526	76.9	12.8	6.1	1.7	1.8	.7
Total	10,272	436,628	78.8	17.9	2.2	.8	.2	.1
<u>1</u> / ₁ Less than 0.05 percent.								

Table 2-19--Number of Extension 4-H Youth Conducted Camp Sessions and Percentage of Youth Attending by Region, State and Ethnic Group, 1976

Region/State	Camp Sessions	Youth Attending						
		Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
<u>New England</u>								
Maine	143	5,333	97.6	0.3	1/	1.8	0.1	0.1
New Hampshire	7	1,630	99.4	.2	.1	.1	.1	-
Vermont	74	3,482	98.4	.7	.2	.3	.1	.2
Massachusetts	94	4,145	94.8	2.8	1.1	.3	-	1.0
Rhode Island	5	273	44.7	48.0	7.3	-	-	-
Connecticut	33	3,623	93.8	5.2	.9	.1	.1	-
Total	356	18,486	95.8	2.6	.6	.7	.1	.3
<u>Middle Atlantic</u>								
New York	387	13,533	95.0	3.9	.5	.2	.4	1/
New Jersey	105	7,081	91.6	7.2	1.0	1/	.2	-
Pennsylvania	222	10,869	90.5	8.5	.8	.1	.1	1/
Total	714	31,483	92.7	6.2	.7	.1	.3	1/
<u>East North Central</u>								
Ohio	707	24,264	89.3	9.6	.9	1/	.1	.1
Indiana	321	32,177	56.9	39.8	2.9	1/	.2	.2
Illinois	387	11,433	95.6	3.9	.3	.1	1/	1/
Michigan	360	14,485	78.8	14.3	5.7	.9	.1	.1
Wisconsin	241	10,578	97.2	.7	.3	1.7	1/	1/
Total	2,016	92,937	78.2	19.0	2.2	.4	.1	.1
<u>West North Central</u>								
Minnesota	180	14,776	94.4	1.8	.5	2.9	.2	.2
Iowa	627	25,145	96.4	2.5	.5	.4	.2	-
Missouri	241	8,153	92.8	6.5	.6	.1	1/	-
North Dakota	164	3,773	94.2	1/	.1	3.6	2.0	.1
South Dakota	96	3,940	86.7	.5	.9	11.8	.1	-
Nebraska	375	6,252	95.5	1.6	1.7	1.1	.1	-
Kansas	390	7,800	92.0	5.3	1.5	.6	.2	.4
Total	2,073	69,839	94.3	2.8	.7	1.8	.3	.1
<u>South Atlantic</u>								
Delaware	18	521	83.1	16.7	-	.2	-	-
Maryland	246	13,425	47.4	50.9	.9	-	.1	.7
Virginia	178	18,541	86.1	13.8	-	-	-	.1
West Virginia	227	18,818	92.5	7.3	1/	.1	.1	1/
North Carolina	655	19,514	56.5	41.7	.1	1.6	-	.1
South Carolina	221	5,286	57.1	42.8	-	-	.1	-
Georgia	962	27,938	67.1	32.8	1/	1/	1/	1/
Florida	108	8,088	46.2	52.4	.2	1.1	.1	-
Total	2,615	112,131	68.4	30.9	.1	.4	1/	.1

See footnote at end of table.

Table 2-19.--Number of Extension 4-H Youth Conducted Camp Sessions and Percentage of Youth Attending by Region, State and Ethnic Group, 1976 (continued)

Region/State	Camp Sessions	Youth Attending						
		Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
<u>East South Central</u> :								
Kentucky	375	18,401	84.5	15.4	1/	1/	1/	1/
Tennessee	171	8,993	85.4	14.6	-	-	1/	-
Alabama	85	3,251	73.0	27.0	-	-	-	-
Mississippi	45	3,490	24.2	75.6	.2	-	-	-
Total	676	34,135	77.5	22.5	1/	1/	1/	1/
<u>West South Central</u> :								
Arkansas	184	6,890	46.5	53.3	.1	-	.1	-
Louisiana	185	8,139	48.1	51.5	.3	.1	-	-
Oklahoma	133	5,569	89.4	3.6	.5	6.4	.1	1/
Texas	332	11,784	71.0	13.7	15.3	.1	1/	-
Total	834	32,382	63.2	29.9	5.7	1.1	1/	1/
<u>Mountain</u> :								
Montana	40	2,299	93.0	1/	-	6.4	.6	-
Idaho	71	3,092	94.6	1.1	2.0	1.9	.3	.1
Wyoming	28	2,213	96.8	.4	1.3	1.3	.1	.1
Colorado	66	2,236	74.3	5.5	18.8	.5	.9	-
New Mexico	55	1,469	32.1	.5	64.1	3.2	.1	-
Arizona	140	4,907	48.6	23.0	24.9	3.3	.1	1/
Utah	75	6,092	92.9	.7	4.3	1.8	.4	-
Nevada	50	1,401	77.0	6.6	4.9	8.6	.7	2.1
Total	525	23,709	77.9	6.1	12.7	2.9	.4	1/
<u>Pacific</u> :								
Washington	90	4,163	86.3	9.2	1.6	1.8	.6	.4
Oregon	207	7,199	71.3	21.9	3.7	2.0	.9	.2
California	166	10,164	77.0	7.9	9.7	1.4	2.9	1.1
Total	463	21,526	76.9	12.8	6.1	1.7	1.8	.7
Grand Total	10,272	436,628	78.8	17.9	2.2	.8	.2	.1

1/ Less than 0.05 percent.

NOTE: A dash "-" signifies zero.

Table 2-20.--Staff Members Assisting at 4-H Camp Sessions by Region, and Ethnic Group, 1976

Region	Total	Percentage Participating					
		White	Black	Spanish surname	American Indian	Oriental	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England	1,734	95.0	3.7	0.4	0.7	-	0.2
Middle Atlantic	5,144	95.3	4.0	.6	1/	.1	1/
East North Central	9,319	91.4	7.4	.5	.3	.1	.3
West North Central	6,967	95.4	3.0	.2	1.1	1/	.2
South Atlantic	13,189	77.9	21.5	1/	.4	.1	.1
East South Central	3,066	89.0	11.0	1/	-	1/	-
West South Central	3,639	66.3	29.1	1.1	2.9	-	.6
Mountain	2,765	85.6	.9	1.5	10.9	.5	.5
Pacific	3,376	81.8	5.8	1.4	8.8	1.9	.3
Total	49,199	85.9	11.4	.6	1.6	.2	.2

1/ Less than 0.05 percent.

NOTE: A dash "-" signifies zero.

STATE AND COUNTY PROFESSIONAL EMPLOYMENT

County agents, home economics agents, 4-H agents, State and area specialists, and others are employed to conduct USDA and land-grant college joint educational programs adapted to local problems and conditions.

Highlights of State and County Extension Service Professional Personnel, 1977 1/

Region	Total	Ethnic Group				
		Black	Spanish : surname	American: Indian :	Oriental	White and Other
	No.	No.	No.	No.	No.	No.
New England	605	15	2	1	-	587
Middle Atlantic	1,395	34	20	-	2	1,339
South Atlantic	3,366	436	-	2	14	2,914
East South Central:	2,017	268	1	-	2	1,746
West South Central:	2,267	214	27	9	1	2,016
East North Central:	2,583	36	2	-	3	2,542
West North Central:	2,655	29	2	2	3	2,619
Mountain	1,083	7	29	6	6	1,035
Pacific	800	19	11	1	6	763
Other Areas	425	31	275	1	50	68
48 States Total <u>2/</u> :	16,771	1,058	94	21	37	15,561
Grand Total <u>3/</u> :	17,196	1,089	369	22	87	15,629

1/ As of April 1977

2/ Excludes "Other Areas" category (Alaska, Hawaii, District of Columbia, Puerto Rico, and Virgin Islands).

3/ Includes "Other Areas" category.

NOTE: A dash "-" signifies zero.

Table 2-21.--Number of State and County Extension Service Professional Personnel by Region and Ethnic Group, as of March 1976 and April 1977

Region/State	Ethnic Group											
	Black			Spanish surname			American Indian			Oriental		
	1976	1977	No.	1976	1977	No.	1976	1977	No.	1976	1977	No.
New England	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Connecticut	7	7	-	-	-	-	-	-	-	-	-	103
Maine	-	-	-	-	-	-	-	-	-	-	-	104
Massachusetts	5	5	2	2	1	1	-	-	-	-	-	167
New Hampshire	-	-	-	-	-	-	-	-	-	-	-	68
Rhode Island	3	3	-	-	-	-	-	-	-	-	-	62
Vermont	-	-	-	-	-	-	-	-	-	-	-	83
Total	15	15	2	2	1	1	-	-	-	-	-	587
Middle Atlantic												
New Jersey	10	9	-	-	-	-	-	-	-	-	-	134
New York	12	13	20	19	-	-	-	-	-	2	2	775
Pennsylvania	9	12	-	1	-	-	-	-	-	-	-	430
Total	31	34	20	20	-	-	-	-	-	2	2	1,339
South Atlantic												
Delaware	10	11	-	-	-	-	-	-	-	-	-	42
Florida	23	24	-	-	-	-	-	-	-	1	1	410
Georgia	54	51	-	-	-	-	-	-	-	-	-	514
Maryland	30	29	-	-	-	-	-	-	-	-	-	232
North Carolina	129	136	-	-	1	2	-	-	-	12	12	638
South Carolina	99	87	-	-	-	-	-	-	-	-	-	289
Virginia	94	88	-	-	-	-	-	-	-	1	1	566
West Virginia	13	10	-	-	-	-	-	-	-	-	-	223
Total	452	436	-	-	1	2	-	-	-	2	14	3,008
												2,914

See footnote at end of table.

Continued

Table 2-21.--Number of State and County Extension Service Professional Personnel by Region and Ethnic Group, as of March 1976 and April 1977 (continued)

Region/State	Ethnic Group											
	Black			Spanish surname			American Indian			Oriental		
	1976	1977	No.	1976	1977	No.	1976	1977	No.	1976	1977	No.
East South Central:												
Alabama	135	131	-	-	-	-	-	-	-	-	-	-
Kentucky	17	18	-	-	-	-	-	-	-	-	-	-
Mississippi	60	78	-	-	-	-	-	-	-	-	-	-
Tennessee	47	41	-	1	1	-	-	-	-	-	-	-
Total	259	268	1	1	1	-	2	2	2	1,762	1,746	
West South Central:												
Arkansas	40	56	-	-	-	1	-	-	-	-	-	-
Louisiana	46	45	-	-	-	-	-	-	-	-	-	-
Oklahoma	26	21	-	-	-	8	-	-	-	-	-	-
Texas	93	92	-	25	27	-	-	-	1	-	-	-
Total	205	214	25	27	27	9	1	1	1	1,953	2,016	
East North Central:												
Indiana	8	8	-	-	-	-	-	-	-	-	-	-
Illinois	8	12	-	-	-	-	-	-	-	-	-	-
Michigan	9	11	-	3	2	-	-	-	-	-	-	-
Ohio	1	1	-	-	-	-	-	-	-	-	-	-
Wisconsin	6	4	-	-	-	-	-	-	-	-	-	-
Total	32	36	3	2	2	-	2	2	3	2,606	2,542	
West North Central:												
Iowa	3	4	-	1	1	-	-	-	-	-	-	-
Kansas	2	2	-	-	-	-	-	-	-	-	-	-
Minnesota	1	1	-	1	-	-	-	-	-	-	-	-
Missouri	20	22	-	-	-	-	-	-	-	-	-	-
Nebraska	1	-	-	-	-	-	-	-	-	-	-	-
North Dakota	-	-	-	-	-	-	-	-	-	-	-	-
South Dakota	-	-	-	-	-	2	-	-	-	-	-	-
Total	27	29	1	2	2	2	5	3	3	2,537	2,619	

Continued

See footnote at end of table.

Table 2-21.--Number of State and County Extension Service Professional Personnel by Region and Ethnic Group, as of March 1976 and April 1977 (continued)

Region/State	Ethnic Group											
	Black			Spanish surname			American Indian			Oriental		
	No.	1977	No.	1976	1977	No.	1976	1977	No.	1976	1977	White and Other
Mountain												
Arizona	2	2	5	4	2	4	-	-	-	130	145	145
Colorado	1	2	1	2	-	-	-	-	1	207	218	218
Idaho	3	2	-	-	-	-	-	-	1	163	132	132
Montana	-	-	1	1	1	2	-	-	-	142	142	142
Nevada	1	1	-	-	-	-	-	-	1	78	75	75
New Mexico	-	-	24	22	1	2	2	2	2	94	102	102
Utah	-	-	-	-	1	1	-	-	-	110	123	123
Wyoming	-	-	-	-	1	1	1	1	1	103	98	98
Total	7	7	31	29	6	10	5	6	6	1,027	1,035	1,035
Pacific												
California	15	14	8	8	-	-	-	-	5	469	456	456
Oregon	3	3	-	3	1	1	-	-	1	292	293	293
Washington	2	2	-	-	-	-	-	-	-	244	14	14
Total	20	19	8	11	1	1	5	6	6	1,005	763	763
Other Areas												
Alaska	-	-	-	-	1	1	-	-	-	26	22	22
Dist. of Columbia	28	28	-	-	-	-	-	-	-	3	3	3
Hawaii	-	-	1	1	-	-	59	50	50	49	42	42
Puerto Rico	-	-	293	274	-	-	-	-	-	-	-	-
Virgin Islands	3	3	-	-	-	-	-	-	-	2	1	1
Total	31	31	294	275	1	1	59	50	50	80	68	68
48 State Total	1,048	1,058	91	94	21	24	24	37	37	15,921	15,561	15,561
Grand Total	1,079	1,089	385	369	22	25	83	87	87	16,001	15,629	15,629

1/ Excludes "Other Areas" category.

2/ Includes "Other Areas" category.

NOTE: A dash "-" signifies zero.

FARMER COOPERATIVE SERVICE

The Farmer Cooperative Service (FCS) has headquarters in Washington, D.C., with no field offices. The staff of 55 professionals provides technical assistance and conducts industry-oriented cooperative research.

FCS's objectives are to assist in the development of cooperatives and improve their organization, management and operation. FCS also publishes research results, educational materials and a periodical entitled, "News".

Requests for information and assistance come from both established and emerging cooperative groups with varied interests, such as marketing grain, vegetables, feeder pigs, and fish; making and marketing crafts; and providing transportation services. Requests are received by mail, telephone, and through office conferences.

Many requests from minority groups are inquiries regarding the availability of grant and loan funds. FCS has no grant or loan authority. Because of the lack of these funds, many potential cooperative groups never pursue their interest beyond the initial contact. When cooperatives' requests are for loans or grants, FCS refers most of them to the Farmers Home Administration and the Small Business Administration.

All cooperative groups that formally request assistance make up the eligible population. The amounts of assistance provided depends on such factors as the complexity of the problem and the stage of development of the cooperative.

Targets have not been quantified for delivery of services to minority groups.

Table 2-22.--Disposition of Requests for FCS Assistance, by Ethnic Group Comprising a Majority of Total Cooperative Membership, 1976

Primary Ethnic Composition of Cooperatives 1/	Technical Assistance: Requests 2/		Referral to Another Agency	Assisted by FCS		
	Phone	Written		Total Requests	Man-Months 3/	
					No.	No.
Black	59	31	15	75	7.2	7.0
Spanish Surname	5	4	3	6	2.8	2.0
American Indian, Eskimos & Aleuts	10	3	3	10	11.4	11.0
Oriental	-	-	-	-	-	-
Total Minority	74	38	21	91	21.4	20.0
White	468	300	30	738	83.2	80.0
Total	542	338	51	829	104.6	100.0

^{1/} Ethnic group representing more than 50 percent of total membership.

^{2/} Requests from minority groups were 11 percent of total requests assisted.

^{3/} One man-month equals 20 days. Time devoted to minority groups amounted to 20 percent of total technical professional staff time. NOTE: A dash "-" signifies zero.

FARMERS HOME ADMINISTRATION

The Farmers Home Administration (FmHA) administers credit programs through 1,762 county offices serving 50 States, the Virgin Islands and Puerto Rico. The borrowers served are farmers and residents of rural areas including towns of 10,000 population who are unable to obtain credit on reasonable terms from commercial sources, but who are able to repay FmHA. Also included are designated rural areas which have populations of 10,000 but not in excess of 20,000 and are not part of or associated with an urban area, are not located in a Standard Metropolitan Statistical Area (SMSA), and have a serious lack of mortgage credit for low and moderate income families.

FmHA loan programs include farm operating, farm ownership and rural housing. Eligibility data for both farm operating and farm ownership loan programs are derived from the number of farm operating units by ethnic group from the Soil Conservation Service. Eligibility data for the rural housing loan program are derived from the number of rural housing units without complete plumbing by ethnic group from the Census of Housing, 1970. Data on the number of rural housing loans and the dollar amount of loans obligated for moderate and low-income loans reported last year, were not identified for OEO by FmHA in Fiscal Year 1976.

Targets for the three loan programs stated above were set by State for Fiscal Year 1976.

Highlights of Initial FmHA Loan Applications Received from Individuals, Fiscal Year 1976

State/ Ethnic Group	Loan Applications					
	Farm		Operating		Rural	
	Ownership				Housing ^{1/}	
	No.	Pct.	No.	Pct.	No.	Pct.
<u>16 Southern States</u>						
Black	543	4	2,686	17	31,669	22
White	11,610	95	12,855	82	108,210	76
<u>5 Southwestern States:</u>						
Spanish surname	97	4	275	9	5,941	24
White	2,089	94	2,655	85	16,330	67
<u>10 Selected States</u>						
American Indian	108	2	338	5	1,294	2
White	6,651	95	5,912	84	41,909	78
<u>6 Western States</u>						
Oriental	20	1	25	1	211	1
White	1,867	97	1,877	96	21,811	87

^{1/} Applications for moderate and low-income loans by ethnic group are not available.

NOTE: The difference between the percentages shown and 100 percent is the percentage of loan applications received from minorities other than the minority group designated.

Highlights of FmHA Loans Made in Fiscal Year 1976

State/ Ethnic Group	Loans Made							
	Farm		Operating		Rural Housing 1/			
	Ownership				Moderate		Very Low	
					Income		Income	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
16 Southern States								
Black	161	4	4,406	18	9,442	17	1,075	48
White	4,282	96	19,587	81	46,090	82	1,043	47
5 Southwestern States:								
Spanish surname	24	3	323	7	2,361	21	201	37
White	793	96	4,106	88	8,061	73	117	22
10 Selected States								
American Indian	65	2	304	3	369	2	19	4
White	2,714	95	8,977	86	20,997	84	200	42
6 Western States								
Oriental	4	1	46	2	130	1	-	-
White	871	99	2,488	96	13,397	90	53	73

1/ Maximum adjusted income for moderate-income loans is \$15,600 and \$10,000 for very low-income loans in the 48 conterminous States.

NOTE: The difference between the percentages shown and 100 percent is the percentage of loans made to minorities other than the minority group designated.

Highlights of Average Amounts of FmHA Loans Made in Fiscal Year 1976

State/ Ethnic Group	Average Amount of Loans Made		
	Farm	Operating	Rural
	Ownership		Housing 1/
	Dol.	Dol.	Dol.
16 Southern States			
Black	20,658	6,034	16,602
White	34,640	12,150	18,464
5 Southwestern States:			
Spanish surname	28,125	10,034	18,648
White	46,934	14,415	20,979
10 Selected States			
American Indian	33,800	13,601	17,293
White	39,067	12,737	19,830
6 Western States			
Oriental	32,000	16,174	22,362
White	50,416	15,260	23,000

1/ Average dollar amount of loans for moderate and low-income families by ethnic group is not available.

Table 2-23.—Number and Percentage of FmHA Ownership Loans to Black and White, Fiscal Year 1976

State	Black			White		
	No.	Eligible 1/	Pct.	No.	Eligible 1/	Pct.
				No.		
Alabama	9,763	9.7	4.8	91,329	90.3	94.9
Arkansas	6,347	5.2	3.1	114,687	94.7	96.6
Delaware	113	1.5	-	7,589	98.3	100.0
Florida	2,869	4.8	4.1	52,663	94.5	95.2
Georgia	11,322	7.5	1.9	140,176	92.5	98.1
Kentucky	1,670	.9	1.1	179,161	99.1	98.9
Louisiana	9,971	10.6	2.9	84,162	89.4	97.1
Maryland	937	2.4	2.1	37,965	97.6	97.9
Mississippi	29,961	21.2	8.0	111,470	78.9	92.0
North Carolina	14,575	8.4	9.0	157,163	91.1	89.2
Oklahoma	2,586	1.9	.4	129,819	96.4	97.2
South Carolina	16,453	18.2	7.3	73,743	81.7	92.7
Tennessee	4,547	2.9	1.4	149,810	97.1	98.6
Texas	7,796	2.7	.9	275,210	95.2	97.9
Virginia	10,285	8.5	5.8	110,771	91.4	94.2
West Virginia	169	.1	-	72,020	99.7	100.0
Total	129,364	6.7	3.6	1,787,738	92.8	95.8

1/ The number of Black and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.

NOTE: (1) The difference between the percentages for Black and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than Black.

(2) A dash "-" signifies zero.

Table 2-24.--Number and Percentage of FmHA Farm Ownership Loans to Spanish Surname and White, Fiscal Year 1976

State	Spanish surname				White			
	No.	Eligible 1/	Pct.	Loans Made	No.	Eligible 1/	Pct.	Loans Made
Arizona	222	0.3		2	2.9	7,078	95.4	64
California	1,381	1.8		1	1.2	71,094	94.7	79
Colorado	748	2.2		-	-	33,573	97.2	149
New Mexico	6,542	29.9		18	19.1	13,550	61.8	75
Texas	5,975	2.1		3	.7	275,210	95.2	426
Total	14,868	3.5		24	2.9	400,505	93.6	793

1/ The number of Spanish surname and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.

NOTE: (1) The difference between the percentages for Spanish surname and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than Spanish surname.

(2) A dash "-" signifies zero.

Table 2-25.—Number and Percentage of FmHA Farm Ownership Loans to American Indian and White, Fiscal Year 1976

State	American Indian				White			
	No.	Eligible 1/	No.	Loans Made	No.	Eligible 1/	No.	Loans Made
		Pct.		Pct.		Pct.		Pct.
Arizona	56	0.8	-	-	7,078	95.4	64	94.1
California	398	.5	-	-	71,094	94.7	79	95.2
Minnesota	243	.2	1	0.2	131,638	99.7	445	99.6
Montana	673	2.6	17	10.3	24,784	96.4	148	89.7
New Mexico	1,640	.7	1	1.1	13,550	61.8	75	79.8
North Carolina	819	.5	8	1.8	157,163	91.1	396	89.2
North Dakota	141	.3	15	3.4	50,103	99.7	423	96.4
Oklahoma	2,238	1.7	11	2.3	129,819	96.4	456	97.2
South Dakota	614	1.3	11	2.4	47,874	98.7	453	97.6
Washington	331	.4	1	.6	77,143	98.8	175	99.4
Total	7,153	.1	65	2.3	710,246	95.2	2,714	95.3

1/ The number of American Indian and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.

NOTE: (1) The difference between the percentages for American Indian and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than American Indian.

(2) A dash "-" signifies zero.

Table 2-26.--Number and Percentage of FmHA Farm Ownership Loans to Oriental and White, Fiscal Year 1976

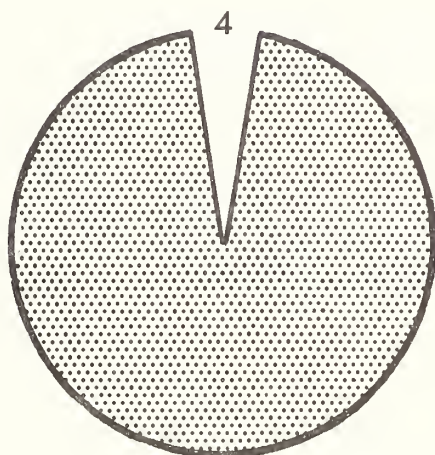
State	Oriental				White			
	No.	Eligible 1/	Pct.	Loans Made	No.	Eligible 1/	Pct.	Loans Made
California:	1,937		2.6	3	71,094		94.7	79
Colorado:	169		.5	-	33,573		97.2	149
Idaho:	216		.6	-	24,784		67.4	247
Oregon:	301		.7	-	41,322		98.9	118
Utah:	139		.7	1	20,362		98.9	103
Washington:	429		.5	-	77,143		98.8	175
Total	3,191		1.1	4	268,278		93.6	871
1/ The number of Oriental and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.								

NOTE: (1) The difference between the percentages for Oriental and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than Oriental.

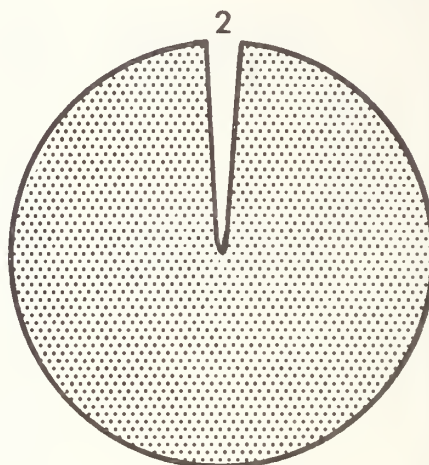
(2) A dash "-" signifies zero.

Figure 2-2

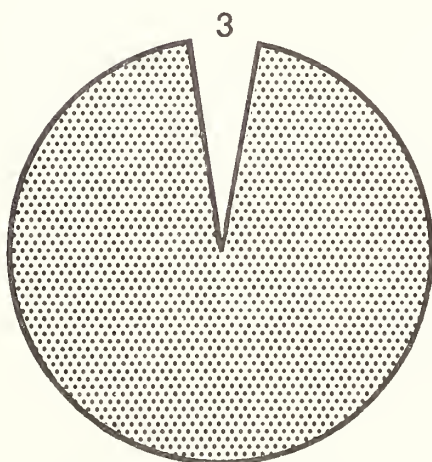
FmHA FARM OWNERSHIP LOANS TO RACIAL/ ETHNIC GROUP MEMBERS IN SELECTED STATES AS A PERCENTAGE OF ALL FARM OWNERSHIP LOANS MADE IN 1976



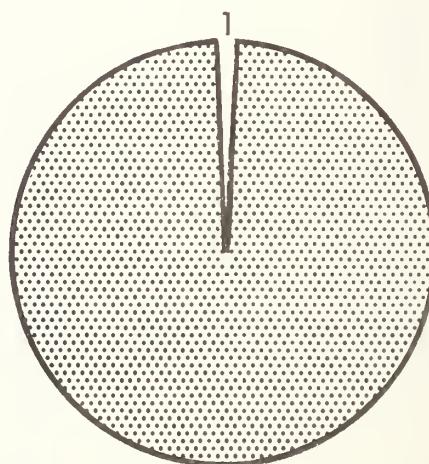
Black
(16 States)



American Indian
(10 States)



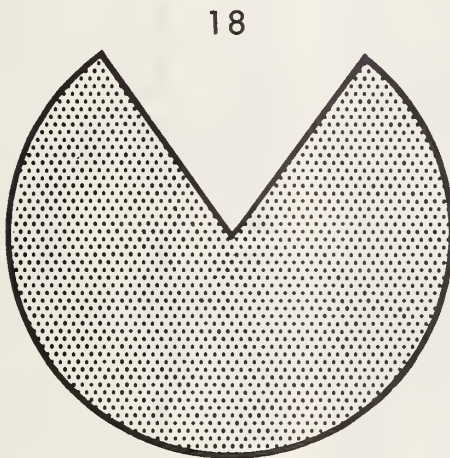
Spanish surname
(5 States)



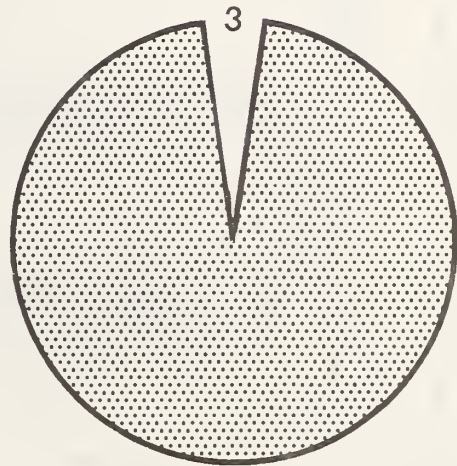
Oriental
(6 States)

Figure 2-3

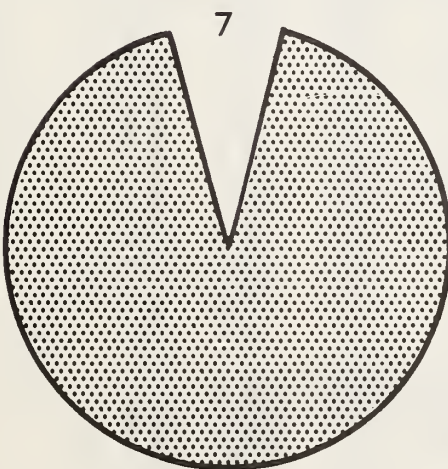
FmHA OPERATING LOANS TO RACIAL/ETHNIC GROUP MEMBERS IN SELECTED STATES AS A PERCENTAGE OF ALL OPERATING LOANS MADE IN 1976



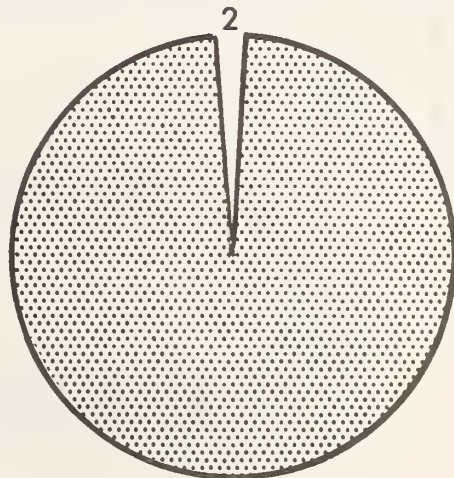
Black
(16 States)



American Indian
(10 States)



Spanish surname
(5 States)



Oriental
(6 States)

Table 2-27.--Number and Percentage of FmHA Operating Loans to Black and White, Fiscal Year 1976

State	Black				White			
	No.	Eligible 1/	Pct.	Loans Made	No.	Eligible 1/	Pct.	Loans Made
Alabama	9,763	9.7	20.9	300	91,329	90.3	90.3	1,133
Arkansas	6,347	5.2	27.0	520	114,687	94.7	94.7	1,404
Delaware	113	1.5	1.4	1	7,589	98.3	98.3	70
Florida	2,869	4.8	23.0	177	52,663	94.5	94.5	585
Georgia	11,322	7.5	17.0	246	140,176	92.5	92.5	1,205
Kentucky	1,670	.9	2.1	31	179,161	99.1	99.1	1,481
Louisiana	9,971	10.6	23.9	553	84,162	89.4	89.4	1,763
Maryland	937	2.4	9.8	32	37,965	97.6	97.6	295
Mississippi	29,961	21.2	23.7	458	111,470	78.7	78.7	1,476
North Carolina	14,575	8.4	26.7	956	157,163	91.1	91.1	2,595
Oklahoma	2,586	1.9	3.3	53	129,819	96.4	96.4	1,496
South Carolina	16,453	18.2	40.5	617	73,743	81.7	81.7	905
Tennessee	4,547	2.9	12.8	138	149,810	97.1	97.1	937
Texas	7,796	2.7	2.4	85	275,210	95.2	95.2	3,159
Virginia	10,285	8.5	26.3	237	110,771	91.4	91.4	664
West Virginia	169	.1	.5	2	72,020	99.7	99.7	419
Total	129,364	6.7	18.1	4,406	1,787,738	92.8	92.8	19,587

1/ The number of Black and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.

NOTE: The difference between the percentages for Black and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than Black.

Table 2-28.--Number and Percentage of FmHA Operating Loans to Spanish Surname and White, Fiscal Year 1976

State	Spanish surname				White			
	Eligible 1/		Loans Made		Eligible 1/		Loans Made	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Arizona	222	0.3	14	6.9	7,078	95.4	143	70.1
California:	1,381	1.8	6	1.8	71,094	94.7	290	87.1
Colorado	748	2.2	19	5.7	33,573	97.2	308	92.5
New Mexico:	6,542	29.9	67	23.4	13,550	61.8	206	72.0
Texas	5,975	2.1	217	6.2	275,210	95.2	3,159	90.3
Total	14,868	3.5	323	6.9	400,505	93.6	4,106	88.2
1/ The number of Spanish surname and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.								

NOTE: The difference between the percentages for Spanish surname and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than Spanish surname.

Table 2-29.--Number and Percentage of Farm Operating Loans to American Indian and White, Fiscal Year 1976

State	American Indian				White			
	No.	Eligible 1/	Pct.	Loans Made	No.	Eligible 1/	Pct.	Loans Made
Arizona	56	0.8		47	7,078	95.4		143
California	398	.5		2	71,094	94.7		290
Minnesota	243	.2		-	131,638	99.7		1,187
Montana	673	2.6		56	24,784	96.4		431
New Mexico	1,640	.7		13	13,550	61.8		206
North Carolina	819	.5		27	157,163	91.1		2,595
North Dakota	141	.3		24	50,103	99.7		936
Oklahoma	2,238	1.7		40	129,819	96.4		1,496
South Dakota	614	1.3		93	47,874	98.7		1,266
Washington	331	.4		2	77,143	98.8		427
Total	7,153	.1		304	710,246	95.2		8,977

86

1/ The number of American Indian and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.

NOTE: (1) The difference between the percentages for American Indian and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than American Indian.

(2) A dash "-" signifies zero.

Table 2-30.--Number and Percentage of FmHA Operating Loans to Oriental and White, Fiscal Year 1976

State	Oriental			White		
	No.	Eligible 1/	Pct.	No.	Eligible 1/	Pct.
California:	1,937	2.6		29	8.7	
Colorado :	169	.5		4	1.2	
Idaho :	216	.6		5	.6	
Oregon :	301	.7		3	.8	
Utah :	139	.7		-	-	
Washington:	429	.7		5	1.1	
Total	3,191	1.1		46	1.8	
1/				268,278	93.6	

The number of Oriental and White operating units which serves as the number of those eligible for this FmHA loan program was derived from Fiscal Year 1976 data from the Soil Conservation Service.

NOTE: (1) The difference between the percentages for Oriental and White and 100 percent is the percentage of Eligible and Loans Made to minorities other than Oriental.

(2) A dash "-" signifies zero.

Table 2-31.--Number, Percentage and Average Amount of FmHA Moderate Income (502) Rural Housing Loans to Black and White, 16 Southern States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	Black		White		Black	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
Alabama	577	19.2	2,420	80.6	17,486	18,499
Arkansas	250	7.7	2,997	92.0	16,987	17,891
Delaware	119	14.3	703	84.5	22,896	24,351
Florida	543	16.3	2,713	81.6	19,799	19,964
Georgia	506	24.3	1,578	75.6	18,176	18,127
Kentucky	157	3.8	3,917	96.1	21,841	19,802
Louisiana	926	34.6	1,741	65.1	18,092	18,791
Maryland	354	16.8	1,743	82.6	22,830	22,930
Mississippi	1,147	34.0	2,221	65.9	18,068	18,468
North Carolina	1,696	24.5	5,166	74.6	20,372	20,011
Oklahoma	120	2.9	3,786	92.8	17,242	18,752
South Carolina	674	31.7	1,449	68.2	17,662	17,961
Tennessee	460	6.8	6,254	93.1	17,880	18,890
Texas	432	13.4	2,338	72.5	18,212	19,326
Virginia	1,416	24.5	4,356	75.4	19,711	19,599
West Virginia	65	2.3	2,708	97.6	18,649	20,796
Total	9,442	16.8	46,090	81.8	1/	1/

1/ Not available.

NOTE: (1) The difference between the percentages for Black and White and 100 percent is the percentage of loans made to minorities other than Black.

(2) The number of 502 loans for repairs granted to Blacks and Whites totaled 1,013 and 5,112, respectively.

Table 2-32.--Number, Percentage and Average Amount of FmHA Moderate Income (502) Rural Housing Loans to Spanish surname and White, in Five Selected States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	Spanish surname		White		Spanish surname	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
Arizona	367	21.3	1,260	73.0	22,839	21,603
California	793	23.1	2,536	73.8	22,908	23,257
Colorado	311	17.8	1,419	81.4	22,216	23,849
New Mexico	446	46.1	508	52.5	19,010	18,963
Texas	444	13.8	2,338	72.5	18,319	19,326
Total	2,361	21.3	8,061	72.6	1/	1/

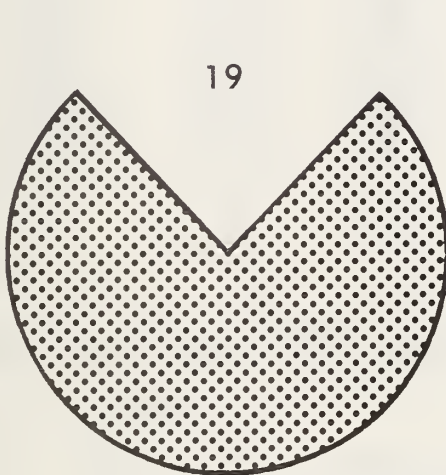
1/ Not available.

NOTE: (1) The difference between the percentages for Spanish surname and White and 100 percent is the percentage of loans made to minorities other than Spanish surname.

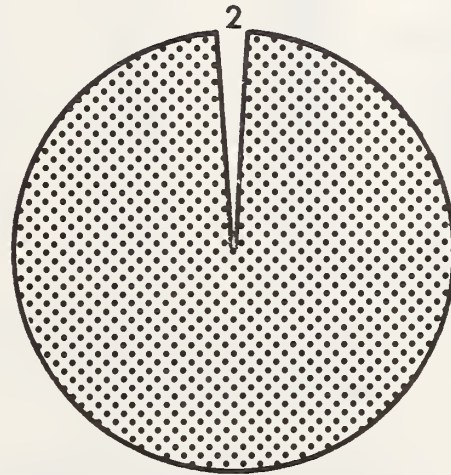
(2) The number of 502 loans for repairs granted to Spanish surname and White totaled 210 and 567, respectively.

Figure 2-4

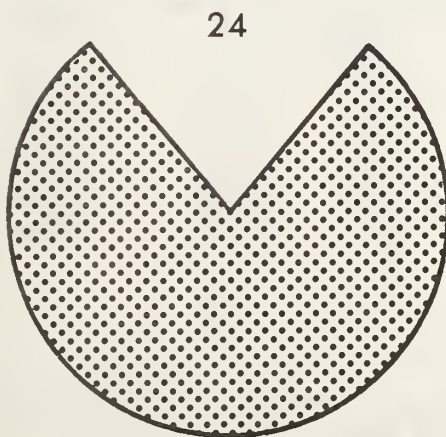
FmHA RURAL HOUSING LOANS TO RACIAL/ETHNIC GROUP MEMBERS IN SELECTED STATES AS A PERCENTAGE OF ALL RURAL HOUSING LOANS MADE IN 1976



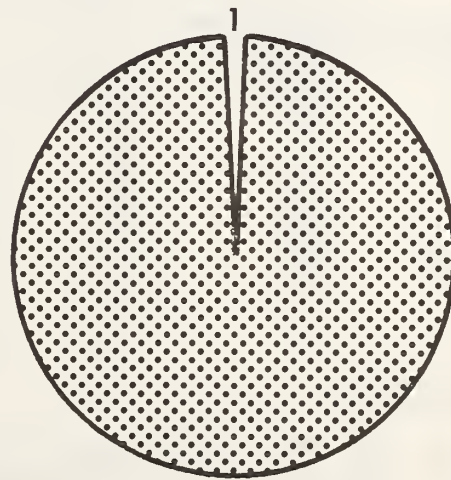
Black
(16 States)



American Indian
(10 States)



Spanish surname
(5 States)



Oriental
(6 States)

Table 2-33--Number, Percentage and Average Amounts of FmHA Moderate Income (502) Rural Housing Loans to American Indian and White in 10 Selected States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	American Indian		White		American Indian	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
Arizona	70	4.1	1,260	73.0	21,031	21,603
California	10	.3	2,536	73.8	23,998	23,257
Minnesota	12	.5	2,415	99.1	21,887	22,870
Montana	32	3.2	972	96.3	22,419	22,931
New Mexico	5	.5	508	52.5	23,060	18,963
North Carolina	51	.7	5,166	74.6	19,939	20,011
North Dakota	11	1.5	711	97.9	16,308	19,681
Oklahoma	132	3.2	3,786	92.8	17,657	18,572
South Dakota	40	2.8	1,383	96.1	11,013	19,128
Washington	6	.3	2,260	96.7	20,368	20,316
Total	369	1.5	20,997	83.7	1/	1/

1/ Not available.

NOTE: (1) The difference between the percentages for American Indian and White and 100 percent is the percentage of loans made to minorities other than American Indian.

(2) The number of 502 loans for repairs granted to American Indian and White totaled 72 and 2,874, respectively.

Table 2-34--Number, Percentage and Average Amounts of FmHA Moderate Income (502) Rural Housing Loans to Oriental and White in Six Western States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	Oriental		White		Oriental	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
California	69	2.0	2,536	73.8	23,487	23,257
Colorado	9	.5	1,419	81.4	24,211	23,849
Idaho	5	.2	2,713	97.0	23,694	22,198
Oregon	15	.7	2,170	95.0	23,067	23,351
Utah	22	.9	2,299	96.9	26,388	24,596
Washington	10	.4	2,260	96.7	20,670	20,316
Total	130	.9	13,397	89.5	1/	1/

1/ Not available.

NOTE: (1) The difference between the percentages for Oriental and White and 100 percent is the percentage of loans made to minorities other than Oriental.

(2) The number of 502 loans for repairs granted to Oriental and White totaled 8 and 1,622, respectively.

Table 2-35--Number, Percentage and Average Amounts of FmHA Very Low Income (504) Rural Housing Loans to Black and White in 16 Southern States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	Black		White		Black	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
Alabama	106	76.8	32	23.2	2,497	2,017
Arkansas	173	49.3	178	50.7	2,134	2,060
Delaware	1	50.0	1	50.0	2,000	600
Florida	5	62.5	3	37.5	4,074	1,643
Georgia	11	45.8	13	54.2	1,582	1,598
Kentucky	23	6.8	314	93.2	2,565	1,970
Louisiana	41	38.0	67	62.0	2,061	1,040
Maryland	18	81.8	4	18.2	3,228	1,778
Mississippi	275	61.7	171	38.3	2,822	2,649
North Carolina	142	67.9	66	31.6	3,213	2,726
Oklahoma	14	25.5	34	61.8	2,184	1,722
South Carolina	23	71.9	9	28.1	2,529	1,614
Tennessee	16	30.2	37	69.8	2,174	1,856
Texas	206	55.5	72	19.4	1,883	1,605
Virginia	19	67.9	9	32.1	3,102	2,969
West Virginia	2	5.7	33	94.3	600	2,043
Total	1,075	48.4	1,043	47.0	1/	1/

1/ Not available.

NOTE: The difference between the percentages for Black and White and 100 percent is the percentage of loans made to minorities other than Black.

Table 2-36--Number, Percentage and Average Amounts of FmHA Very Low Income (504) Rural Housing Loans to Spanish surname and White in Five Selected States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	Spanish surname		White		Spanish surname	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
Arizona	2	18.2	4	36.4	1,475	2,000
California	2	11.8	15	88.2	2,725	1,238
Colorado	15	48.4	15	48.4	2,097	2,379
New Mexico	91	84.3	11	10.2	2,479	2,585
Texas	91	24.5	72	79.4	2,151	1,605
Total	201	37.4	117	21.7	1/	1/

1/ Not available.

NOTE: The difference between the percentages for Spanish surname and White and 100 percent is the percentage of loans made to minorities other than Spanish surname.

Table 2-37.--Number, Percentage and Average Amounts of FmHA Very Low Income (504) Rural Housing Loans to American Indian and White in 10 Selected States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	American Indian		White		American Indian	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
Arizona	1	9.1	4	36.4	5,000	2,000
California	-	-	15	88.2	-	1,238
Minnesota	2	4.9	39	95.1	3,260	2,441
Montana	-	-	4	100.0	-	2,163
New Mexico	1	.9	11	10.2	3,100	2,585
North Carolina	1	.5	66	31.6	5,000	2,726
North Dakota	-	-	8	100.0	-	1,594
Oklahoma	7	12.7	34	61.8	1,379	1,722
South Dakota	7	28.0	17	68.0	2,893	1,621
Washington	-	-	2	66.7	-	2,820
Total	19	4.0	200	41.6	1/	1/

1/ Not available.

NOTE: (1) The difference between the percentages for American Indian and White and 100 percent is the percentage of loans made to minorities other than American Indian.

(2) A dash "-" signifies zero.

Table 2-38.--Number, Percentage and Average Amounts of FmHA Very Low Income (504) Rural Housing Loans to Oriental and White in Six Western States, Fiscal Year 1976

State	Loans Made				Average Loan Amount	
	Oriental		White		Oriental	White
	No.	Pct.	No.	Pct.	Dol.	Dol.
California	-	-	15	88.2	-	1,238
Colorado	-	-	15	48.4	-	2,379
Idaho	-	-	2	100.0	-	3,115
Oregon	-	-	17	94.4	-	2,478
Utah	-	-	2	100.0	-	775
Washington	-	-	2	66.7	-	2,820
Total	-	-	53	72.6	-	1/

1/ Not available.

NOTE: (1) The difference between the percentages for Oriental and White and 100 percent is the percentage of loans made to minorities other than Oriental.

(2) A dash "-" signifies zero.

FEDERAL CROP INSURANCE CORPORATION

The Federal Crop Insurance Corporation (FCIC) provides all-risk insurance protection against crop loss from unavoidable causes such as insect and wild-life damage, plant diseases, fire, drought, flood, wind, and other weather conditions in 1,470 counties in 39 conterminous States.

FCIC programs are developed and managed from the Washington headquarters office, and field operations are directed from 14 center locations. At the county level, contracts are sold and serviced by private agents under contract to FCIC and by employees hired on a permanent, part-time, or when actually employed basis. When a farmer is contacted by the FCIC representative, he receives a full explanation of the crop insurance program.

Eligible participants in FCIC programs are farmers growing an insurable crop in a covered area. The insurance is voluntary (paid for by the farmer), and continues from year to year unless the farmer or the Corporation cancels. Annual premiums are utilized to cover indemnities paid to policyholders and to build a reasonable reserve.

Table 2-39.--Number and Percentage of FCIC Contracts, 1976 Crop Year

State	FCIC Contracts							
	Total	Minority		White		Unknown 1/		
	No.	No.	Pct.	No.	Pct.	No.	Pct.	
Alabama	1,709	79	4.6	1,627	95.2	3	0.2	
Arizona	175	14	8.0	139	79.4	22	12.6	
Arkansas	407	38	9.3	367	90.2	2	.5	
California	1,610	255	15.8	1,254	77.9	101	6.3	
Colorado	2,235	26	1.2	2,195	98.2	14	.6	
Delaware	231	3	1.3	228	98.7	-	2/	
Florida 3/	314	48	15.3	265	84.4	1	.3	
Georgia	2,052	106	5.2	1,941	94.6	5	.2	
Idaho	1,455	28	1.9	1,411	97.0	16	1.1	
Illinois	7,694	12	.2	7,613	98.9	69	.9	
Indiana	5,415	44	.8	5,276	97.4	95	1.8	
Iowa	26,426	9	4/	26,380	99.9	37	.1	
Kansas	13,680	44	.3	13,409	98.0	227	1.7	
Kentucky	13,604	363	2.7	13,111	96.3	130	1.0	
Louisiana	456	58	12.7	396	86.9	2	.4	
Maryland	377	1	.3	217	57.5	159	42.2	
Michigan	1,805	4	.2	1,735	96.1	66	3.7	
Minnesota	20,470	30	.1	20,411	99.8	29	.1	
Mississippi	751	91	12.1	647	86.2	13	1.7	
Missouri	4,385	68	1.6	4,279	97.5	38	.9	
Montana	4,476	26	.6	4,439	99.2	11	.2	
Nebraska	11,544	19	.2	11,484	99.4	41	.4	
New Mexico	423	78	18.4	341	80.7	4	.9	
New York	233	1	.4	230	98.7	2	.9	
North Carolina	25,980	3,314	12.8	22,621	87.1	45	.2	
North Dakota	19,507	41	.2	19,418	99.6	48	.2	
Ohio	5,585	39	.7	5,425	97.1	121	2.2	

See footnotes at end of table.

Table 2-39.--Number and Percentage of FCIC Contracts, 1976 Crop Year (continued)

State	FCIC Contracts						
	Total	Minority		White		Unknown ^{1/}	
	No.	No.	Pct.	No.	Pct.	No.	Pct.
Oklahoma	2,707	29	1.1	2,661	98.3	17	0.6
Oregon	1,339	5	.4	1,311	97.9	23	1.7
Pennsylvania	896	2	.2	894	99.8	-	^{2/}
South Carolina	3,217	644	20.0	2,565	79.8	8	.2
South Dakota	7,037	23	.3	7,004	99.6	10	.1
Tennessee	9,083	480	5.3	8,561	94.2	42	.5
Texas ^{3/}	4,867	122	2.5	4,647	95.5	98	2.0
Utah	194	7	3.6	182	93.8	5	2.6
Virginia	7,212	1,116	15.5	6,079	84.3	17	.2
Washington	2,052	22	1.1	1,936	94.3	94	4.6
Wisconsin	6,585	8	.1	6,530	99.2	47	.7
Wyoming	446	8	1.8	434	97.3	4	.9
Total	218,634	7,305	3.3	209,663	95.9	1,666	.8

^{1/} Ethnic identity unknown because this group includes those who requested FCIC assistance by telephone or those who continued contract by mail.

^{2/} Not applicable.

^{3/} Excludes counties with citrus coverage.

^{4/} Less than 0.05 percent.

NOTE: A dash "-" signifies zero.

Table 2-40.--Number and Percentage of FCIC Contracts in the 15 Southern States
Minority and White, 1976 Crop Year

State	FCIC Contracts						
	Total	Minority	White	Unknown <u>1/</u>			
	No.	No.	Pct.	No.	Pct.	No.	Pct.
Alabama	1,709	79	4.6	1,627	95.2	3	0.2
Arkansas	407	38	9.3	367	90.2	2	.5
Delaware	231	3	1.3	228	98.7	-	<u>3/</u>
Florida <u>2/</u>	314	48	15.3	265	84.4	1	.3
Georgia	2,052	106	5.2	1,941	94.6	5	.2
Kentucky	13,604	363	2.7	13,111	96.3	130	1.0
Louisiana	456	58	12.7	396	86.9	2	.4
Maryland	377	1	3	217	57.5	159	42.2
Mississippi	751	91	12.1	647	86.2	13	1.7
North Carolina	25,980	3,314	12.8	22,621	87.1	45	.2
Oklahoma	2,707	29	1.1	2,661	98.3	17	.6
South Carolina	3,217	644	20.0	2,565	79.8	8	.2
Tennessee	9,083	480	5.3	8,561	94.2	42	.5
Texas <u>2/</u>	4,867	122	2.5	4,647	95.5	98	2.0
Virginia	7,212	1,116	15.5	6,079	84.3	17	.2
Total	72,967	6,492	8.9	65,933	90.4	542	.7

^{1/} Ethnic identity unknown because this group includes those who requested FCIC assistance by telephone or those who continued contracts by mail.

^{2/} Excludes counties with citrus coverage.

^{3/} Not applicable.

NOTE: A dash "-" signifies zero.

Table 2-41.--Percentage of Eligibles with FCIC Contracts, Minority and White, 15 Southern States, 1976 Crop Year

State	Minority			White		
	Eligible 1/	Contracts		Eligible 2/	Contracts	
	No.	No.	Pct.	No.	No.	Pct.
Alabama	2,350	79	3.4	25,054	1,627	6.5
Arkansas	4,420	38	.9	30,356	367	1.2
Delaware	108	3	2.8	3,987	228	5.7
Florida 3/	652	48	7.4	2,419	265	11.0
Georgia	2,078	106	5.1	19,208	1,941	10.1
Kentucky	1,421	363	25.5	71,525	13,111	18.3
Louisiana	3,185	58	1.8	16,381	396	2.4
Maryland	56	1	1.8	4,118	217	5.3
Mississippi	6,383	91	1.4	20,504	647	3.2
North Carolina	16,462	3,314	20.1	69,277	22,621	32.7
Oklahoma	324	29	9.0	35,960	2,661	7.4
South Carolina	9,538	644	6.8	21,196	2,565	12.1
Tennessee	4,280	480	11.2	71,890	8,561	11.9
Texas 3/	1,069	122	11.4	62,126	4,647	7.5
Virginia	3,995	1,116	27.9	18,372	6,079	33.1
Total	56,321	6,492	11.5	472,373	65,933	14.0

1/ The eligible minority group is derived from special census tabulation for the number of farms growing the major insured crop.

2/ The eligible white group is derived by subtracting the number of farms growing the major insured crop that are operated by minorities from the total number of farms growing the major insured crop as reported in the 1969 Census of Agriculture.

3/ Excludes counties with citrus coverage.

Table 2-42.--Number and Percentage of FCIC Contacts, Minority and White, 15 Southern States, 1976 Crop Year

State	FCIC Contacts				
	Total	Minority		White	
	No.	No.	Pct.	No.	Pct.
Alabama	1,059	32	3.0	1,027	97.0
Arkansas	356	25	7.0	331	93.0
Delaware	61	2	3.3	59	96.7
Florida <u>1/</u>	195	54	27.7	141	72.3
Georgia	953	34	3.6	919	96.4
Kentucky	5,496	103	1.9	5,393	98.1
Louisiana	803	73	9.1	730	90.9
Maryland	21	-	<u>2/</u>	21	100.0
Mississippi	1,024	62	6.1	962	93.9
North Carolina	5,916	1,071	18.1	4,845	81.9
Oklahoma	566	7	1.2	559	98.8
South Carolina	1,189	368	31.0	821	69.0
Tennessee	3,332	146	4.4	3,186	95.6
Texas <u>1/</u>	1,179	22	1.9	1,157	98.1
Virginia	1,172	257	21.9	915	78.1
Total	23,322	2,256	9.7	21,066	90.3

1/ Excludes counties with citrus coverage.

2/ Not applicable.

NOTE: A dash "-" signifies zero.

Table 2-43.--Number and Percentage of Eligible Contacted, Minority and White,
15 Southern States, 1976 Crop Year

State	Minority			White		
	Eligible 1/	Contacts	Eligible : Contacted	Eligible 2/	Contacts	Eligible : Contacted
	No.	No.	Pct.	No.	No.	Pct.
Alabama	2,350	32	1.4	25,054	1,027	4.1
Arkansas	4,420	25	.6	30,356	331	1.1
Delaware	108	2	1.9	3,987	59	1.5
Florida	652	54	8.3	2,419	141	5.8
Georgia	2,078	34	1.6	19,208	919	4.8
Kentucky	1,421	103	7.2	71,525	5,393	7.5
Louisiana	3,185	73	2.3	16,381	730	4.5
Maryland	56	-	3/	4,118	21	.5
Mississippi	6,383	62	1.0	20,504	962	4.7
North Carolina	16,462	1,071	6.5	69,277	4,845	7.0
Oklahoma	324	7	2.2	35,960	559	1.6
South Carolina	9,538	368	3.9	21,196	821	3.9
Tennessee	4,280	146	3.4	71,890	3,186	4.4
Texas	1,069	22	2.1	62,126	1,157	1.9
Virginia	3,995	257	6.4	18,372	915	5.0
Total	56,321	2,256	4.0	472,373	21,066	4.5

1/ The eligible minority group is derived from special census tabulation for the number of farms growing the major insured crop.

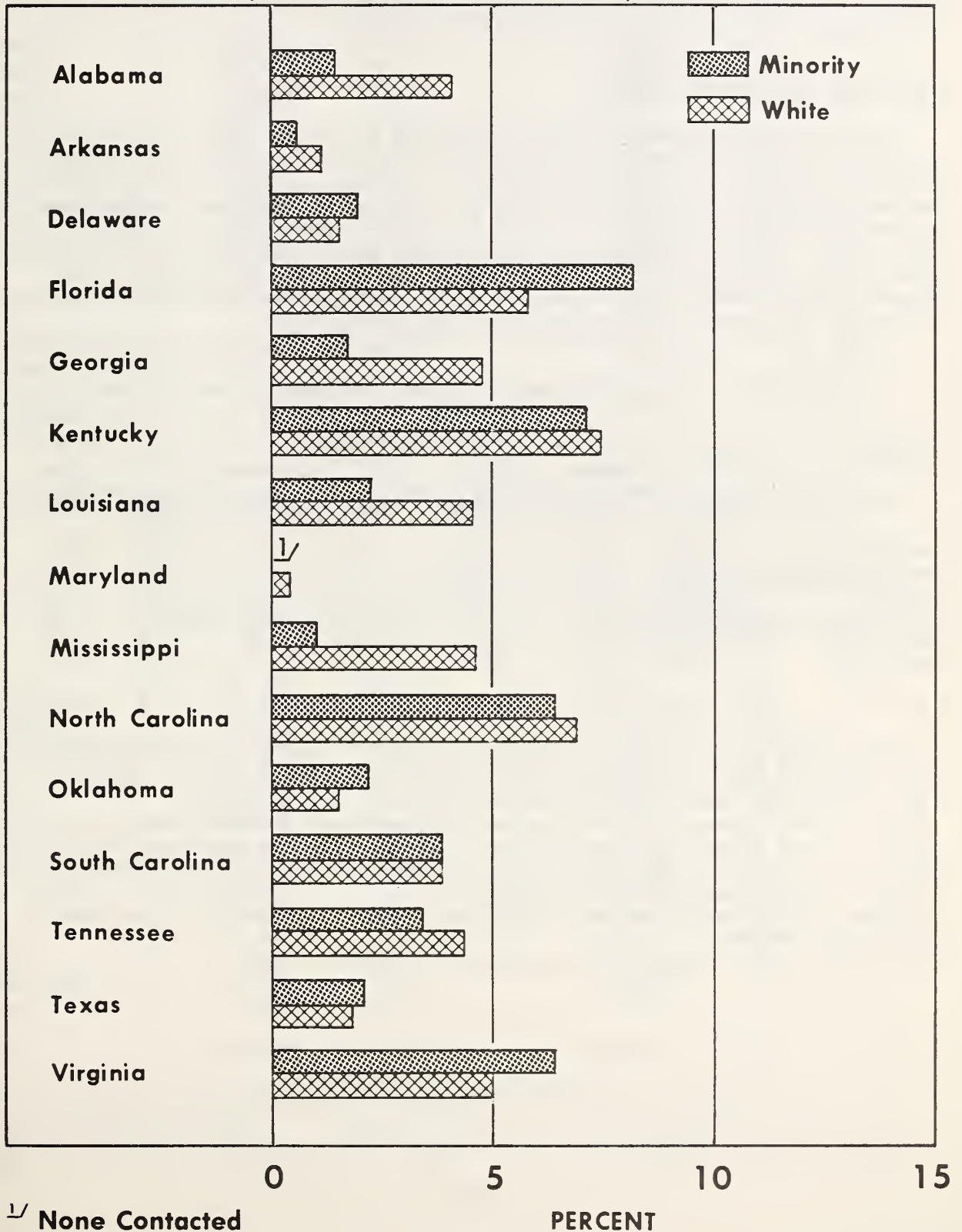
2/ The eligible white group is derived by subtracting the number of farms growing the major insured crop that are operated by minorities from the total number of farms growing the major insured crop as reported in the 1969 Census of Agriculture.

3/ Not applicable.

NOTE: A dash "-" signifies zero.

Figure 2-5

PERCENTAGE OF ELIGIBLE FARMS CONTACTED FOR FCIC INSURANCE, 1976 CROP YEAR (15 SOUTHERN STATES)



FOOD AND NUTRITION SERVICE

The Food and Nutrition Service (FNS) administers the food assistance programs. Major food assistance activities include the Food Stamp and Food Distribution Programs, the National School Lunch Program, and the Special Supplemental Food Program for Women, Infants and Children. FNS has employees at six regional offices, 33 district offices and more than 200 field locations.

FAMILY FOOD ASSISTANCE PROGRAMS

The Food Stamp Program provides a supplement to the food buying power of eligible low income households. Participants who qualify spend a specific amount of their own money to purchase food coupons of greater value to increase their food-buying power. Families with little or no income may get their coupons free. The Food Distribution Program provides specific food commodities to eligible participants. Both programs assist those persons with limited food purchasing power. An approximate indication of eligibles can be obtained from census data on persons with income below the poverty level. Data are not available on American Indians or Orientals with income below the poverty level.

Highlights of the Family Food Assistance Programs, October 1975

Regions <u>1/</u>	Participation <u>2/</u>						
	Total	Black	Spanish	American	Oriental	White	Other
	No.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
New England <u>3/</u>	1,101,688	9.7	5.2	0.1	0.1	84.6	0.3
Mid-Atlantic <u>4/</u>	3,714,662	39.1	14.3	.1	.2	44.8	1.5
Southeast	3,849,658	54.2	3.2	.4	.1	42.0	.1
Midwest <u>5/</u>	3,399,551	42.2	2.3	.4	.1	54.2	.8
West Central	2,430,760	35.3	27.3	3.0	.2	33.4	.8
Western <u>6/</u>	2,173,942	20.8	20.0	3.2	3.4	51.2	1.4
U.S. Total	16,670,261	38.3	11.3	1.1	.6	47.9	0.8

1/ The number of Regions were increased to six as a result of the Northeast Region being divided into the New England Region and the Mid-Atlantic Region.

2/ Data includes Food Stamp Program and Food Distribution Program.

3/ Significant changes in participation data were made in Massachusetts as a result of a new methodology used. No data were received from New Hampshire, but data shown estimated by FNS based on past reports. Data from Maine estimated.

4/ Data from Washington, D.C. estimated.

5/ Data from Indiana estimated. Data from Minnesota includes only the Food Distribution Program.

6/ Includes Alaska, Papago Tribe and Navajo Nation.

Table 2-44.--Number and Percentage of Black Participants in FNS Family Food Assistance Programs, Selected States, October 1975

State 1/	Black			
	Persons with Income		Participants in	
	Less than Poverty Level 2/		FNS Food Programs	
	No.	Pct.	No.	Pct.
Alabama	467,196	54.6	240,438	63.8
Arkansas	206,779	39.5	120,493	48.4
Georgia	515,990	55.8	359,155	65.8
Louisiana	565,522	60.6	353,309	71.2
Maryland	166,772	43.1	173,686	62.8
Mississippi	520,746	67.9	282,106	75.5
North Carolina	483,911	48.6	274,420	56.6
South Carolina	382,301	64.2	286,035	73.5
Tennessee	262,362	31.4	192,979	45.9
Virginia	292,038	42.3	144,648	52.7
Total	3,863,617	37.7	2,427,269	62.4

1/ Includes States with Black populations of 16 percent or more of total population in 1970.

2/ U.S. Census of Population: 1970, General Social and Economic Characteristics, Table 58.

Table 2-45.--Number and Percentage of Spanish surname Participants in FNS Family Food Assistance Programs, Selected States, October 1975

State 1/	Spanish surname			
	Persons with Income		Participants in	
	Less than Poverty Level 2/		FNS Food Programs	
	No.	Pct.	No.	Pct.
Arizona	77,075	29.1	63,532	37.7
California	498,677	23.2	350,858	23.9
Colorado	68,548	26.0	58,266	37.4
Connecticut	13,959	6.5	27,373	14.8
Florida	68,920	6.3	120,994	14.9
Idaho	5,735	6.3	2,617	7.8
Illinois	52,298	4.7	32,315	3.6
Kansas	6,705	2.5	1,603	2.6
Nevada	2,608	5.9	1,304	4.1
New Mexico	131,435	57.9	89,241	63.2
New York	293,608	14.8	404,864	28.8
Texas	731,368	35.7	503,287	47.8
Utah	7,764	6.6	6,142	12.9
Washington	14,254	4.2	10,009	4.1
Wyoming	4,228	11.2	1,532	17.3
Total	1,977,182	19.0	1,673,937	24.9

1/ Includes States with Spanish surname populations of 2.0 percent or more of total population in 1970.

2/ U.S. Census of Population: 1970, General Social and Economic Characteristics, Table 58.

Table 2-46.--Number and Percentage of American Indian Participants in FNS Family Food Assistance Programs, Selected States, October 1975

State 1/	American Indian			
	Total American Indian Population 2/		Participants in FNS Food Programs	
	No.	Pct.	No.	Pct.
Arizona	95,812	5.4	13,010	7.7
California	91,018	.5	10,531	.7
Idaho	6,687	.9	1,458	4.3
Minnesota	23,128	.6	1,182 3/	4/
Montana	27,130	3.9	11,399	30.8
Nevada	7,933	1.6	1,410	4.5
New Mexico	72,788	7.2	19,567	13.9
North Carolina	44,406	.9	11,940	2.5
North Dakota	14,369	2.3	7,927	35.2
Oklahoma	98,468	3.8	11,045	6.3
Oregon	13,510	.6	1,417	.8
South Dakota	32,365	4.9	19,283	44.0
Wyoming	4,980	1.5	340	3.8
Total	532,594	1.3	109,327 5/	3.9

1/ Includes States with American Indian populations of 0.5 percent or more of total population in 1970.

2/ Data from Census of Population, 1970.

3/ Food Distribution Program only.

4/ Not applicable.

5/ Excludes Minnesota.

Table 2-47.--Number and Percentage of Oriental Participants in FNS Family Food Assistance Programs, Selected States, October 1975

State 1/	Oriental			
	Total Oriental Population 2/		Participants in FNS Food Programs	
	No.	Pct.	No.	Pct.
California	522,270	2.6	69,477	4.7
Colorado	10,388	.5	642	.4
Nevada	2,859	.6	186	.6
New York	116,008	.6	2,750	.2
Oregon	13,290	.6	1,079	.6
Utah	6,386	.6	190	.4
Washington	40,998	1.2	3,228	1.3
Total	712,199	1.5	77,552	2.2

1/ Includes States with Oriental populations of 0.5 percent or more of total population in 1970.

2/ Data from Census of Population, 1970.

Table 2-48.--Number of Participants in FNS Family Food Assistance Programs, by State, October 1975

Region/State	Type of Program		Racial Category						
	Food Stamp	Food Distribution	Grand Total	Black	Spanish surname	American Indian	Oriental	White	All Other
	No.	No.	No.	No.	No.	No.	No.	No.	No.
<u>New England</u>									
Connecticut	184,608	-	184,608	44,487	27,373	-	-	111,077	1,671
Maine 1/	131,272	-	131,272	211	106	676	79	130,104	96
Massachusetts 2/	578,187	-	578,187	45,553	26,292	577	1,510	503,250	1,005
New Hampshire 3/	56,128	-	56,128	227	52	-	52	55,404	393
Rhode Island	103,835	-	103,835	16,625	3,887	-	10	83,313	-
Vermont	47,658	-	47,658	38	43	-	-	47,577	-
Total	1,101,688	-	1,101,688	107,141	57,753	1,253	1,651	930,725	3,165
<u>Mid-Atlantic</u>									
Delaware	37,327	-	37,327	19,094	1,392	-	111	16,214	516
Washington, D.C. 1/	115,676	-	115,676	109,687	156	3	28	3,149	2,653
Maryland	276,527	-	276,527	173,686	813	558	617	91,706	9,147
New Jersey	538,869	-	538,869	214,384	88,222	1,494	909	223,485	10,375
New York	1,406,820	-	1,406,820	489,322	404,864	2,507	2,750	495,463	11,914
Pennsylvania	863,971	-	863,971	293,951	33,714	312	1,457	516,953	17,582
Virginia	274,715	-	274,715	144,648	546	122	1,152	127,110	1,137
West Virginia	200,757	-	200,757	8,507	-	91	35	190,238	1,886
Total	3,714,662	-	3,714,662	1,453,279	529,707	5,087	7,059	1,664,320	55,210
<u>Southeast</u>									
Alabama	376,854	-	376,854	240,438	312	189	360	135,180	375
Florida	813,204	-	813,204	378,562	120,994	608	2,496	310,077	467
Georgia	545,882	-	545,882	359,155	615	34	278	185,631	169
Kentucky	445,626	-	445,626	74,073	236	43	1,403	369,779	92
Mississippi	373,447	-	373,447	282,106	210	875	121	90,033	102
North Carolina	484,667	284	484,951	274,420	510	11,940	506	196,696	879
South Carolina	389,374	-	389,374	286,035	191	177	444	102,447	80
Tennessee	420,320	-	420,320	192,979	170	46	161	226,829	135
Total	3,849,374	284	3,849,658	2,087,768	123,238	13,912	5,769	1,616,672	2,299

See footnotes at end of table.

Continued

Table 2-48.--Number of Participants in FNS Family Food Assistance Programs, by State, October 1975 (continued)

Region/State	Type of Program		Racial Category									
	Food Stamp	Food Distribution	Grand Total	Black	Spanish : surname	American : Indian	Oriental	White	All Other			
	No.	No.	No.	No.	No.	No.	No.	No.	No.			
Midwest												
Illinois	893,209	-	893,209	575,034	32,315	1,786	1,090	270,163	12,821			
Indiana 1/	242,027	-	242,027	72,596	4,483	178	490	164,043	237			
Iowa	115,930	-	115,930	7,810	808	423	387	102,789	3,713			
Kansas	62,548	-	62,548	14,089	1,603	419	-	43,507	2,930			
Michigan	672,241	-	672,241	272,602	21,619	3,976	1,402	371,304	1,338			
Minnesota 4/	-	1,217	1,217	5	-	1,182	-	30	-			
Missouri	291,252	-	291,252	126,382	1,072	53	94	163,635	16			
Nebraska	47,077	-	47,077	9,896	1,646	1,032	324	34,122	57			
Ohio	902,508	-	902,508	312,674	13,424	568	905	573,152	1,785			
Wisconsin	171,542	-	171,542	41,612	2,898	2,980	347	120,438	3,267			
Total	3,398,334	1,217	3,399,551	1,432,700	79,868	12,597	5,039	1,843,183	26,164			
West Central												
Arkansas	248,989	-	248,989	120,493	672	59	259	127,360	146			
Colorado	155,585	-	155,585	19,232	58,266	898	642	76,273	274			
Louisiana	495,870	-	495,870	353,309	1,799	364	900	138,883	615			
Montana	30,726	6,342	37,068	122	679	11,399	59	24,739	70			
New Mexico	141,137	-	141,137	5,063	89,241	19,567	167	26,839	260			
North Dakota	15,789	6,716	22,504	44	118	7,927	104	14,289	22			
Oklahoma	176,128	-	176,128	37,588	1,708	11,045	456	125,331	-			
South Dakota	29,301	14,542	43,843	165	200	19,283	64	24,098	33			
Texas	1,052,400	-	1,052,400	321,458	503,287	923	1,635	207,866	17,231			
Utah	48,406	-	48,406	909	6,142	1,693	190	39,175	297			
Wyoming	8,830	-	8,830	240	1,532	340	4	6,680	34			
Total	2,403,160	27,600	2,430,760	858,623	663,644	73,498	4,480	811,533	18,982			

See footnotes at end of table.

Continued

Table 2-48.--Number of Participants in FNS Family Food Assistance Programs, by State, October 1975 (continued)

Region/State	Type of Program			Racial Category							
	Food Stamp	Food : Distribution:	Grand Total	Black	Spanish : surname	American : Indian	Oriental	White	All Other		
	No.	No.	No.	No.	No.	No.	No.	No.	No.		
Western											
Alaska	9,785	-	9,785	386	45	5,056	31	3,778	489		
Arizona	168,430	-	168,430	16,086	63,532	13,010	525	75,074	203		
California	1,470,317	631	1,470,948	396,237	350,856	10,531	69,477	617,658	26,187		
Idaho	32,660	879	33,539	131	2,617	1,458	-	27,857	1,476		
Nevada	30,741	936	31,677	9,624	1,304	1,410	186	18,988	165		
Oregon	183,136	-	183,136	10,973	5,547	1,417	1,079	163,635	485		
Washington	233,763	12,249	246,012	19,506	10,009	6,704	3,228	204,943	1,626		
Navajo Nation	-	27,811	27,811	-	-	27,811	-	-	-		
Papago Tribe	-	2,604	2,604	-	-	2,604	-	-	-		
Total	2,128,832	45,110	2,173,942	452,943	433,912	69,997	74,526	1,111,933	30,631		
U.S. Total	16,596,050	74,211	16,670,261	6,392,454	1,888,122	176,344	98,524	7,978,366	136,451		

1/ Estimated.

2/ Significant changes in participation data were made as a result of a new methodology used.

3/ No data were received, but data shown estimated by FNS based on past reports.

4/ Data received for the Food Distribution Program only.

NOTE: A dash "-" signifies zero.

NATIONAL SCHOOL LUNCH PROGRAM

FNS administers programs designed to improve the nutrition of children, and particularly those who come from low-income families. One of its main activities is the National School Lunch Program (NSLP) which provides financial assistance to public and nonprofit private Schools of high school grade and under, in operating nonprofit school lunch programs.

NSLP regulations stipulate that all schools participating in the lunch program serve free or reduced price lunches to all children who are determined by local school authorities to be needy. A needy child is defined as any school-age member of a family which has an annual income not above the income level for the applicable family size set forth in the income poverty guidelines prescribed by USDA.

The Food and Nutrition Service requested on August 4, 1975 that the existing mechanism for obtaining ethnic participation data be discontinued until an effective system could be developed. The Office of Equal Opportunity granted the request with the condition that an effective system be developed and implemented by June 30, 1976. Consequently, no data is shown for the program in this Annual Report.

SPECIAL SUPPLEMENTAL FOOD PROGRAM FOR WOMEN, INFANTS AND CHILDREN (WIC)

Starting as a pilot program in January 1974, the Special Supplemental Food Program for Women, Infants and Children (WIC) was extended through September 1978 by Public Law 94-105 passed in 1976. The program provides cash grants to State health departments and comparable agencies to provide supplemental foods to low-income pregnant and lactating women, infants and children up to five years of age through participating health clinics.

Highlights of the WIC Program, June 1976

Program/Region:	Total	Ethnic Group					
		White	Black	Spanish	American	Oriental	Others
	No.	Pct.	Pct.	surname	Indian	Pct.	Pct.
<u>Women</u>							
New England	8,183	63.2	19.2	16.3	0.2	0.2	0.9
Mid-Atlantic	23,003	26.9	47.3	23.8	.3	.9	.8
Southeast	22,549	47.5	50.7	1.5	1/	.2	.1
Midwest	20,421	41.6	43.5	9.2	3.9	.3	1.5
West Central	13,624	20.2	23.9	40.6	14.9	.3	.1
Western	17,841	44.0	15.1	29.2	10.3	.8	.6
Total	105,621	39.0	36.7	18.7	4.5	.5	.7
<u>Infants</u>							
New England	8,582	60.4	23.1	15.2	.1	.2	1.0
Mid-Atlantic	37,948	24.1	51.4	20.5	.3	1.5	2.2
Southeast	31,334	40.0	58.3	1.4	1/	.2	.1
Midwest	18,733	40.4	48.0	6.0	4.4	.3	.9
West Central	23,411	16.6	35.5	39.6	7.8	.3	.2
Western	22,642	32.6	17.5	32.9	15.2	.9	.9
Total	142,650	32.0	42.8	19.2	4.4	.7	.9
<u>Children</u>							
New England	33,576	66.5	17.0	14.0	.1	.1	2.3
Mid-Atlantic	66,762	37.2	42.5	16.3	.5	2.3	1.2
Southeast	62,199	36.9	60.2	2.6	.1	.1	.1
Midwest	46,805	39.0	48.0	6.0	6.1	.2	.7
West Central	55,918	13.9	30.6	45.8	9.3	.3	.1
Western	62,863	31.0	16.3	33.3	17.8	.8	.8
Total	328,123	35.2	37.0	20.3	6.0	.7	.8
Grand Total	576,394	35.1	38.4	19.7	5.3	.7	.8

1/ Less than 0.05 percent.

Table 2-49--Ethnic Composition of Women in Special Supplemental Food Program (WIC)
by State, June 1976

State	Women by Ethnic Group						
	Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Alabama	3,269	1,003	2,253	5	-	8	-
Arizona	3,499	966	345	1,036	1,146	2	4
Arkansas	301	90	211	-	-	-	-
California	7,408	1,791	1,627	3,673	223	53	41
Colorado	861	540	4	303	2	6	6
Connecticut	3,300	963	1,147	1,136	4	5	45
Delaware	98	26	71	-	1	-	-
Florida	2,990	788	1,884	304	1	6	7
Georgia	3,037	887	2,118	8	3	13	8
Idaho	431	231	2	60	135	2	1
Illinois	2,981	679	1,984	313	-	2	3
Indiana	290	111	176	3	-	-	-
Iowa	286	224	52	7	2	-	1
Kansas	288	164	54	40	6	4	20
Kentucky	1,620	1,259	360	1	-	-	-
Louisiana	1,879	244	1,635	-	-	-	-
Maine	291	282	2	-	6	1	-
Maryland	1,334	529	765	24	3	3	10
Massachusetts	1,207	718	296	150	1	10	32
Michigan	9,039	3,396	3,916	1,315	134	19	259
Minnesota	1,421	885	221	44	252	11	8
Mississippi	1,468	121	1,345	-	-	2	-
Missouri	819	686	122	3	1	3	4
Montana	1,735	862	7	42	800	21	3
Nebraska	198	-	-	-	198	-	-
Nevada	674	398	168	80	20	7	1
New Hampshire	47	47	-	-	-	-	-
New Jersey	3,041	351	2,100	584	3	1	2
New Mexico 1/	967	276	9	596	77	7	2
New York	10,634	1,607	4,310	4,492	47	124	54
North Carolina	4,468	2,908	1,538	-	6	1	15
North Dakota	326	50	-	1	275	-	-
Ohio	4,788	2,234	2,368	157	5	12	12
Oklahoma 2/	-	-	-	-	-	-	-
Oregon	2,855	2,334	236	170	81	12	22
Pennsylvania	6,556	2,646	3,360	342	2	75	131
Rhode Island	664	496	120	44	2	2	-
South Carolina	2,705	909	1,791	-	-	4	1
South Dakota	860	44	-	-	816	-	-
Tennessee	2,992	2,842	141	8	-	-	1
Texas	6,619	631	1,392	4,582	4	10	-
Utah	16	12	-	2	1	1	-

See footnotes at end of table.

Continued

Table 2-49.--Ethnic Composition of Women in Special Supplemental Food Program (WIC)
by State, June 1976 (continued)

State	Women by Ethnic Group						
	Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Vermont	2,674	2,663	6	1	1	2	1
Virginia	280	69	194	8	9	-	-
Washington	2,974	2,124	324	200	232	63	31
West Virginia	1,060	972	85	-	-	1	2
Wisconsin	311	109	-	4	196	2	-
Wyoming	60	-	-	-	60	-	-
Total	105,621	41,167	38,739	19,738	4,755	495	727

1/ There were 67 Pueblo Indian women in Sandoval, New Mexico, reservations reported separately.

2/ Did not report.

NOTE: A dash "-" signifies zero.

Table 2-50.--Ethnic Composition of Infants in Special Supplemental Food Program (WIC) by State, June 1976

State	Infants by Ethnic Group						
	Total	White	Black	Spanish	American	Oriental	Other
	No.	No.	No.	surname	Indian	No.	No.
Alabama	4,804	1,451	3,332	14	-	7	-
Arizona	5,406	912	399	1,840	2,248	1	6
Arkansas	794	164	630	-	-	-	-
California	8,651	1,547	2,057	4,634	263	61	89
Colorado	1,452	814	31	570	4	19	14
Connecticut	3,782	1,137	1,507	1,098	4	3	33
Delaware	409	110	288	11	-	-	-
Florida	4,414	814	3,171	403	1	6	19
Georgia	2,525	677	1,821	5	-	22	-
Idaho	548	266	5	91	181	4	1
Illinois	3,487	880	2,310	293	1	2	1
Indiana	549	150	387	10	2	-	-
Iowa	416	294	98	17	3	1	3
Kansas	513	210	109	86	8	4	96
Kentucky	3,172	2,213	956	2	-	1	-
Louisiana	6,202	806	5,396	-	-	-	-
Maine	458	452	2	-	3	1	-
Maryland	6,013	1,123	4,799	40	7	15	29
Massachusetts	1,482	867	379	176	1	7	52
Michigan	2,584	1,168	930	405	39	5	37
Minnesota	1,495	839	282	37	301	25	11
Mississippi	2,896	207	2,687	-	-	2	-
Missouri	1,303	860	407	29	1	2	4
Montana	1,917	989	15	58	831	20	4
Nebraska	206	-	-	-	206	-	-
Nevada	897	379	390	78	40	8	2
New Hampshire	54	54	-	-	-	-	-
New Jersey	4,290	519	2,681	1,011	6	27	46
New Mexico 1/	514	87	12	281	122	11	1
New York	18,157	2,706	8,025	6,272	75	474	605
North Carolina	3,960	1,600	2,347	3	5	-	5
North Dakota	345	64	-	1	280	-	-
Ohio	7,797	3,052	4,464	237	5	18	21
Oklahoma 2/	-	-	-	-	-	-	-
Oregon	2,568	1,885	313	228	105	15	22
Pennsylvania	7,421	3,404	3,376	415	3	60	163
Rhode Island	299	173	91	33	1	1	-
South Carolina	5,390	1,731	3,652	-	1	6	-
South Dakota	553	49	-	-	504	-	-
Tennessee	4,173	3,852	306	4	1	6	4
Texas	11,536	906	2,220	8,364	5	25	16
Utah	21	15	-	4	1	1	-

See footnotes at end of table.

Continued

Table 2-50.--Ethnic Composition of Infants in Special Supplemental Food Program (WIC) by State, June 1976 (continued)

State	Infants by Ethnic Group						
	Total	White	Black	Spanish	American	Oriental	Other
	No.	No.	No.	surname	Indian	No.	No.
Vermont	2,507	2,497	5	1	1	2	1
Virginia	350	95	231	9	15	-	-
Washington	4,572	2,403	798	570	603	120	78
West Virginia	1,308	1,192	114	-	-	-	2
Wisconsin	383	104	1	15	262	1	-
Wyoming	77	-	-	-	77	-	-
Total	142,650	45,717	61,024	27,345	6,216	983	1,365

1/ There were 148 Pueblo Indian infants in Sandoval, New Mexico, reservations reported separately.

2/ Did not report.

NOTE: A dash "-" signifies zero.

Table 2-51.--Ethnic Composition of Children in Special Supplemental Food Program (WIC) by State, June 1976

State	Children by Ethnic Group						
	Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Alabama	8,138	2,730	5,370	24	-	14	-
Arizona	15,415	1,942	1,075	4,986	7,401	2	9
Arkansas	2,806	485	2,321	-	-	-	-
California	27,572	5,289	6,791	13,561	1,501	218	212
Colorado	2,977	1,358	62	1,498	6	29	24
Connecticut	13,228	3,803	4,669	4,111	13	6	626
Delaware	615	121	455	38	-	-	1
Florida	7,917	1,143	5,185	1,526	1	3	59
Georgia	4,922	1,456	3,424	13	1	27	1
Idaho	1,557	776	11	252	513	2	3
Illinois	11,794	2,776	7,811	1,193	-	5	9
Indiana	997	309	674	14	-	-	-
Iowa	1,366	988	334	36	5	1	2
Kansas	2,169	1,135	579	301	34	3	117
Kentucky	6,852	5,000	1,837	7	-	8	-
Louisiana	13,237	1,721	11,516	-	-	-	-
Maine	1,152	1,132	5	-	15	-	-
Maryland	2,044	574	1,311	91	12	24	32
Massachusetts	6,209	4,451	1,020	568	8	36	126
Michigan	4,029	1,928	1,450	521	47	16	67
Minnesota	4,018	2,073	681	86	1,107	31	40
Mississippi	5,932	323	5,609	-	-	-	-
Missouri	2,070	1,306	699	48	2	11	4
Montana	4,526	2,032	19	120	2,297	46	12
Nebraska	734	-	-	-	734	-	-
Nevada	1,784	854	687	134	89	20	-
New Hampshire	224	224	-	-	-	-	-
New Jersey	14,059	1,955	8,014	3,786	13	161	130
New Mexico 1/	1,146	84	20	630	392	20	-
New York	25,775	8,511	9,782	5,817	297	1,181	187
North Carolina	9,586	2,950	6,559	13	39	8	17
North Dakota	968	152	1	2	811	2	-
Ohio	18,250	7,298	10,221	577	14	47	93
Oklahoma 2/	-	-	-	-	-	-	-
Oregon	7,006	5,296	524	745	307	45	89
Pennsylvania	19,090	8,997	8,371	1,127	13	169	413
Rhode Island	-	-	-	-	-	-	-
South Carolina	12,927	4,101	8,802	3	-	16	5
South Dakota	1,552	136	-	-	1,416	-	-
Tennessee	5,925	5,220	685	6	7	4	3
Texas	28,357	1,757	3,197	23,318	6	51	28
Utah	58	38	1	18	1	-	-

See footnotes at end of table.

Continued

Table 2-51.--Ethnic Composition of Children in Special Supplemental Food Program (WIC) by State, June 1976 (continued)

State	Children by Ethnic Group						
	Total	White	Black	Spanish surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Vermont	12,763	12,712	20	7	7	10	7
Virginia	62	14	48	-	-	-	-
Washington	9,529	5,364	1,160	1,267	1,410	199	129
West Virginia	5,117	4,680	424	1	-	7	5
Wisconsin	1,378	419	1	21	935	2	-
Wyoming	291	-	-	-	291	-	-
Total	328,123	115,613	121,425	66,466	19,745	2,424	2,450

1/ There were 22 Pueblo Indian Children in Sandoval, New Mexico, reservations reported separately.

2/ Did not report.

NOTE: A dash "-" signifies zero.

FOREST SERVICE

Ethnic participation is reported by the Forest Service in four programs: (1) free use timber in which individuals are allowed to obtain wood for their own use from specified forest areas, (2) cooperative forest management in which technical assistance is given to owners of woodlots, (3) recreation in which the public is allowed to participate at FS developed sites, and (4) range management in which grazing permits are issued to ranchers and farmers to graze cattle, horses, and sheep on the national grasslands.

FREE USE TIMBER PROGRAM

Eligible population for free use timber would be all persons who have transportation facilities and want the wood. For Cooperative forest management, eligible populations are derived from special tabulations of the Census of Agriculture. For recreation, no valid measure of eligible populations can be defined, although any individual may use the facilities. For range management grazing, the eligible populations are those individual property owners, or associations, who have livestock to graze and reside near national grasslands.

Targets for minority participation in the free use timber program, where permits were issued, were set to increase participation by 9,000 over the the number reported for Fiscal Year 1975 (10,811). No targets were set for free-use areas where no permits were required. Targets for minority participation in the recreation program were set to increase participation by 5,489,900 during 1976. Targets for the cooperative forest management program were set to increase minority participation assists to 3,950 during Fiscal Year 1976. No targets were set for minority participation in the range management grazing program for 1976.

Table 2-52.--Total Users of Free Use Timber, Fiscal Years 1975 and 1976

Ethnic Group	Permits Issued				No Permits Required 1/			
	1975	1976	1975	1976	1975	1976	1975	1976
	No.	No.	Pct.	Pct.	No.	No.	Pct.	Pct.
White	153,661	269,763	93	93	66,888	128,118	77	79
Black	1,208	1,956	1	1	1,268	2,392	2/	1
American Indian:	2,681	4,680	2	2	3,508	4,701	4	3
Spanish surname:	6,238	11,680	4	4	15,123	25,278	17	16
Oriental	279	557	2/	2/	315	756	2/	2/
All Other	405	615	2/	2/	134	411	2/	2/
Total	164,472	289,251	100	100	87,236	161,656	100	100

1/ Estimated number of participants.

2/ Less than 0.5 percent.

Table 2-53.--Timber Taken on the National Forests by Free Use Permit and from Designated Free Use Areas,
by FS Region, and Number of Users by Ethnic Group, Fiscal Year 1976

FS Regions 1/	Timber Taken		Users by Ethnic Group										Total
	Volume	Value	White	Black	American Indian	Spanish surname	Oriental	All	Other				
	MBF	Dollars	No.	No.	No.	No.	No.	No.	No.	No.	No.		
Northern	102,695	73,861	24,542	33	336	133	33	-			25,077		
Rocky Mountain	50,824	53,203	63,863	877	657	7,542	366	29			73,334		
Southwestern	115,381	303,236	41,540	981	5,077	25,172	223	161			73,154		
Intermountain	169,101	449,394	86,939	73	687	1,515	90	162			89,466		
California	221,563	634,157	55,844	411	1,171	1,967	335	530			60,258		
Pacific Northwest	260,790	333,889	79,729	447	1,019	526	257	125			82,103		
Southern	78,136	120,846	25,730	1,400	104	85	6	9			27,334		
Eastern	78,557	130,291	18,980	124	147	12	2	5			19,270		
Alaska	3,047	14,737	714	2	183	6	1	5			911		
Total	1,080,094	2,113,614	397,881	4,348	9,381	36,958	1,313	1,026			450,907		
1/ Region 1 - Northern - Idaho (Northern), Montana, North Dakota, South Dakota (Northwestern), Washington (Northeastern), Wyoming (Northwestern).													
Region 2 - Rocky Mountain - Colorado, Kansas, Nebraska, South Dakota (except Northwestern), Wyoming (except Western).													
Region 3 - Southwestern - Arizona, New Mexico.													
Region 4 - Intermountain - Idaho (Southern), Nevada, Utah, Wyoming (Western).													
Region 5 - California - California, Hawaii.													
Region 6 - Pacific Northwest - Oregon, Washington (except Northeastern).													
Region 8 - Southern - Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia.													
Region 9 - Eastern - Connecticut, Delaware, Illinois, Iowa, Indiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Vermont, West Virginia, Wisconsin.													
Region 10 - Alaska - Alaska.													

NOTE: (1) There is no Region 7.
(2) A dash "-" signifies zero.

Table 2-54.--Participation Targets for Minority Users of FS Free Use Timber Program, Fiscal Year 1976

Free Use Timber Program:	Participation		Minority Participation Target <u>1/</u>	Target Performance
	Total	Minority		
	No.	No.	No.	No.
Permits Issued:	289,251	19,488	9,000	-232
Users where no: permits were: required	161,656	33,538	<u>2/</u>	<u>3/</u>
Total	450,907	53,026	<u>2/</u>	<u>3/</u>

1/ Target calculated by increasing minority participation by 9,000 participants over the number reported for Fiscal Year 1975 (10,811).

2/ None reported for Fiscal Year 1976.

3/ Not applicable.

COOPERATIVE FOREST MANAGEMENT PROGRAM

The Cooperative Forest Management Program (CFM) provides technical assistance to owners of woodlands who request assistance in managing their timber resources. The Forest Service cooperates with State and local governments, agencies and organizations, forest industries and private landowners in the protection, reforestation, management and utilization of 577 million acres of forested land and associated lands vital for watershed protection. Major services include: (1) preparing a forest land management plan, (2) making timber products for harvesting, (3) improving timber stands, (4) planting and seeding trees, (5) preparing sites for natural regeneration, and (6) forest fire control.

Table 2-55.--Participation in FS Cooperative Forest Management Program, Black and White, Fiscal Year 1976

State	Black				White			
	Eligible for CFM Program 1/	Number Assisted 2/	Percentage of Eligible Assisted	Pct.	Eligible for CFM Program 3/	Number Assisted 2/	Percentage of Eligible Assisted	Pct.
	No.	No.			No.	No.		
Alabama	4,671	78	2		42,864	1,030	2	
Arkansas	1,619	6	4/		31,475	1,082	3	
Delaware	34	4	12		1,981	359	18	
Florida	693	16	2		12,239	5,023	41	
Georgia	3,363	683	20		44,835	22,061	49	
Kentucky	731	7	1		70,895	4,300	6	
Louisiana	1,801	13	1		14,313	2,157	15	
Maryland	318	9	3		10,384	1,346	13	
Mississippi	9,579	120	1		38,554	4,481	12	
North Carolina	7,219	30	4/		71,644	5,076	7	
Oklahoma	928	-	5/		21,380	326	2	
South Carolina	4,959	66	1		21,736	3,409	16	
Tennessee	2,139	32	1		75,031	2,296	3	
Texas	2,274	20	1		54,859	1,147	2	
Virginia	3,497	616	18		41,989	18,310	44	
West Virginia	52	19	37		17,327	1,012	6	
Total	43,877	1,719	4		571,506	73,415	13	

1/ The number of eligible Black Woodland Owners was derived from special tabulations of the 1969 Census of Agriculture.

2/ The total number assisted includes new, repeat, and continued repeat assists for Fiscal Year 1976.

3/ The number of eligible White Woodland Owners was derived by subtracting the number of minority woodland owners from the total number of woodland owners reported in the Census of Agriculture 1969.

4/ Less than 0.5 percent.

5/ Not applicable.

Table 2-56.--Participation in FS Cooperative Forest Management Program, Spanish Surname and White,
Fiscal Year 1976

State	Spanish surname				White			
	Eligible for CFM program 1/	Number assisted 2/	Percentage of eligible assisted	Pct.	Eligible for CFM program 1/	Number assisted 2/	Percentage of eligible assisted	Pct.
	No.	No.			No.	No.		
Arizona	222	19	9		7,078	283	4	
California	1,381	34	2		71,094	2,066	3	
Colorado	748	15	2		33,573	743	2	
Michigan	198	5	3		112,256	1,070	1	
New Mexico	6,542	140	2		13,550	234	2	
Texas	5,975	1	3/		275,210	1,147	3/	
Washington	114	-	4/		77,143	2,168	3/	
Total	15,180	214	1		589,904	7,711	1	

1/ The number of Spanish surname and White operating units serves as the number of those eligible; 1976 data from the Soil Conservation Service.

2/ The total number assisted includes new, repeat, and continued repeat assists for Fiscal Year 1976.

3/ Less than 0.5 percent.

4/ Not applicable.

NOTE: A dash "-" signifies zero.

Table 2-57.--Participation in FS Cooperative Forest Management Program,
American Indian and White, Fiscal Year 1976

State	American Indian				White			
	Eligible for CFM program 1/ No.	Number assisted 2/ No.	Percentage of eligible assisted Pct.	Eligible for CFM program 1/ No.	Number assisted 2/ No.	Percentage of eligible assisted Pct.		
Arizona	56	38	68	7,078	283	4		
California	398	17	4	71,094	2,066	3		
Kansas	373	-	3/	134,001	-	3/		
Michigan	155	1	1	112,256	1,070	1		
Minnesota	243	6	2	131,638	1,329	1		
Mississippi	104	-	3/	111,470	4,481	4		
Montana	673	1	4/	24,784	935	4		
New Mexico	1,640	8	1	13,550	234	2		
North Carolina	819	3	4/	157,163	5,076	3		
North Dakota	141	6	4	50,103	229	1		
Oklahoma	2,238	11	1	129,819	326	4/		
South Dakota	614	3	1	47,874	305	1		
Washington	331	2	1	77,143	2,168	3		
Total	7,785	96	1	1,067,973	18,502	2		

1/ The number of American Indian and White operating units serves as the number of those eligible; 1976 data

1/ The number of American Indian and White operating units serves as the number of those eligible; 1976 data from the Soil Conservation Service.

2/ The total number assisted includes new, repeat, and continued repeat assists for Fiscal Year 1976.

3/ Not applicable.

4/ Less than 0.5 percent.

NOTE: A dash "-" signifies zero.

Table 2-58.--Participation in FS Cooperative Forest Management Program, Oriental and White, Fiscal Year 1976

State	Oriental				White			
	Eligible for CFM program 1/	Number assisted 2/	Percentage of eligible assisted	Pct.	Eligible for CFM program 1/	Number assisted 2/	Percentage of eligible assisted	Pct.
	No.	No.			No.	No.		
California:	1,937	6	3/		71,094	2,066	3	
Colorado :	169	2	1		33,573	743	2	
Idaho :	246	-	4/		36,551	189	1	
Oregon :	301	3	1		41,322	2,614	6	
Utah :	139	3	2		20,362	434	2	
Washington:	429	3	1		77,143	2,168	3	
Total :	3,221	17	1		280,045	8,214	3	

1/ The number of Oriental and White operating units serves as the number of those eligible; 1976 data from the Soil Conservation Service.
 2/ The total number assisted includes new, repeat, and continued repeat assists for Fiscal Year 1976.
 3/ Less than 0.5 percent.
 4/ Not applicable.

NOTE: A dash "-" signifies zero.

RECREATION PROGRAM

The Forest Service maintains almost 12,000 developed recreational sites in the United States. These sites will accommodate more than 1.4 million persons at one time, and are designated as: Observation (playground, parks, sports), Boating/Swimming, Camp Ground, Picnic Ground, Winter Sports, Visitor Sites, Hotel/Resort, Recreation Residence, Organization, and Other Concessions. All sites are not found in every National Forest.

At a developed recreation site, visitors may participate in a variety of 57 activities if the facilities are available. Such activities may include: ice skating, nature study, swimming, resort lodging, team sports, hunting, viewing interpretive exhibits and outstanding scenery, picnicking, camping, etc. The use of these sites for such activities is measured by visitor days which is an aggregate of 12 person hours.

Visitor participation at developed recreation sites is presented for 1975 and 1976 in this Annual Report.

In 1975 in the United States (not including Region 31 -- Puerto Rico), participation by minority groups was 8.3 percent of a total 75.1 million visitor days compared with 8.6 percent of 73.1 million visitor days in 1976. White participation in 1975 and 1976 was respectively 91.7 and 91.4 percent of total visitor days. The greatest number of visitor days recorded in both 1975 and 1976 was in the California Region, while the smallest number of visitor days was in the Alaska Region.

Table 2-59.--Total Visitor Days at FS Developed Recreation Sites and Percentage Use by Ethnic Group, by Regions, 1975

Regions 1/	Total Visitor Days	Ethnic Group					
		White	Black	American Indian	Spanish surname	Oriental	Other
	Thousands	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
Northern	2,935.3	96.3	0.6	1.5	0.7	0.4	0.5
Rocky Mountain	9,490.1	93.8	1.4	.7	3.1	.5	.4
Southwestern	6,812.0	76.1	3.0	3.0	16.7	.7	.5
Intermountain	8,355.1	95.7	.8	.9	1.6	.7	.4
California	22,600.8	90.2	2.4	1.1	4.6	1.6	.2
Pacific Northwest	11,212.9	95.3	1.0	.8	.8	1.6	.5
Southern	6,362.6	91.8	4.5	.4	3.0	.1	.2
Eastern	6,851.6	96.7	1.8	.6	.4	.3	.3
Alaska	444.5	92.2	1.5	3.2	.3	1.1	1.7
Total	75,064.9	91.7	2.0	1.1	3.9	1.0	.4

1/ Region 1 - Northern - Idaho (Northern), Montana, North Dakota, South Dakota (Northwestern), Washington (Northeastern), Wyoming (Northwestern).

Region 2 - Rocky Mountain - Colorado, Kansas, Nebraska, South Dakota (except Northwestern), Wyoming (except Western).

Region 3 - Southwestern - Arizona, New Mexico.

Region 4 - Intermountain - Idaho (Southern), Nevada, Utah, Wyoming (Western).

Region 5 - California - California, Hawaii.

Region 6 - Pacific Northwest - Oregon, Washington (except Northeastern).

Region 8 - Southern - Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia.

Region 9 - Eastern - Connecticut, Delaware, Illinois, Iowa, Indiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Vermont, West Virginia, Wisconsin.

Region 10 - Alaska - Alaska.

2/ A visitor day is an aggregate of 12 person hours.

NOTE: There is no Region 7.

Table 2-60.--Total Visitor Days and Percentage Use of Developed Recreation Sites by Ethnic Group in the United States, 1975 ^{1/}

Ethnic Group	Total 2/ Visitor Days	Observation Sites: (Playground Picnic Sport)	Boating/ Swimming: Sites	Camp Ground: Sites	Picnic: Ground: Sites	Hotel Resort Sites
	Thousands	Pct.	Pct.	Pct.	Pct.	Pct.
White	68,836.3	89.6	92.8	92.7	85.1	92.1
Black	1,502.7	2.2	3.0	1.5	3.2	1.9
American Indian:	798.9	2.3	1.0	1.0	1.4	1.0
Spanish surname:	2,933.5	4.6	2.4	3.8	9.1	2.3
Oriental	729.2	.9	.5	.7	.7	2.3
Others	264.2	.5	.3	.3	.4	.3
Total	75,064.9	1.7	4.5	50.3	6.9	5.3
	Organization: Sites	Other Concessions Sites	Recreation Residence Sites	Winter Sports Sites	Visitor Sites	
	Pct.	Pct.	Pct.	Pct.	Pct.	
White	81.9	90.8	96.2	94.0	88.0	
Black	7.2	1.3	.1	1.4	1.9	
American Indian:	2.4	1.0	.4	.7	1.8	
Spanish surname:	6.2	5.7	2.3	1.8	6.8	
Oriental	1.7	1.0	.7	1.5	.9	
Others	.4	2	.2	.6	.5	
Total	7.7	.6	9.9	11.9	1.3	

^{1/} Region 31 (Puerto Rico) is not included.

^{2/} A visitor day is an aggregate of 12 person hours.

Table 2-61.--Total Visitor Days at FS Developed Recreation Sites and Percentage Use by Ethnic Group, by Regions, 1976

Regions 1/	: Total :	Ethnic Group					
	: Visitor :	White :	Black :	American :	Spanish :	Oriental :	Other :
	: Days :			Indian :	surname :		
	: Thou.	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
	:						
Northern	: 3,094.6	96.1	0.6	1.6	0.9	0.5	0.3
Rocky Mountain	: 8,626.9	92.4	1.5	1.0	3.9	.7	.3
Southwestern	: 7,259.7	76.5	2.7	2.8	16.9	.6	.5
Intermountain	: 8,598.9	95.5	.8	.9	1.7	.7	.4
California	:19,309.7	89.9	2.6	.9	4.8	1.5	.2
Pacific Northwest	:11,888.7	95.2	1.0	.9	.9	1.7	.4
Southern	: 6,933.5	90.9	5.1	.4	3.2	.1	.2
Eastern	: 6,798.3	96.6	1.8	.7	.4	.3	.3
Alaska	: 622.6	94.3	1.2	1.9	.2	.8	1.7
	:						
Total	:73,132.9	91.4	2.1	1.1	4.1	1.0	.3
	:						

1/ Region 1 - Northern -- Idaho (Northern), Montana, North Dakota, South Dakota (Northwestern), Washington (Northeastern), Wyoming (Northwestern).

Region 2 - Rocky Mountain -- Colorado, Kansas, Nebraska, South Dakota (except Northwestern), Wyoming (except Western).

Region 3 - Southwestern -- Arizona, New Mexico.

Region 4 - Intermountain -- Idaho (Southern), Nevada, Utah, Wyoming (Western).

Region 5 - California -- California, Hawaii.

Region 6 - Pacific Northwest -- Oregon, Washington (except Northeastern).

Region 8 - Southern -- Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia.

Region 9 - Eastern -- Connecticut, Delaware, Illinois, Iowa, Indiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Vermont, West Virginia, Wisconsin.

Region 10 - Alaska -- Alaska.

2/ A visitor day is an aggregate of 12 person hours.

NOTE: There is no Region 7.

Table 2-62.--Total Visitor Days and Percentage Use of Developed Recreation Sites by Ethnic Group in the United States, 1976 ^{1/}

Ethnic Group	Total	Observation Sites	Boating/	Camp	Picnic	Hotel
	Visitor	(Playground	Swimming	Ground	Ground	Resort
	Days ^{2/}	Picnic Sport)	Sites	Sites	Sites	Sites
	Thou.	Pct.	Pct.	Pct.	Pct.	Pct.
White	66,860.5	91.5	93.0	92.2	84.4	91.8
Black	1,510.9	1.9	3.0	1.5	4.1	1.7
American Indian:	788.0	1.5	1.1	1.1	1.4	.9
Spanish surname:	3,017.4	4.1	2.1	4.2	9.0	3.0
Oriental	713.4	.7	.6	.7	.7	2.3
Others	242.6	.3	.3	.3	.4	.2
Total	73,132.9	1.9	4.9	50.8	7.0	6.0
	Organization:	Other	Recreation:	Winter	Documentary:	Visitor
	Sites	Concession:	Residence:	Sports	Sites	Sites
		Sites	Sites	Sites		
	Pct.	Pct.	Pct.	Pct.	Pct.	Pct.
White	82.6	89.8	97.6	92.8	78.1	90.6
Black	6.9	1.9	.2	1.6	1.0	1.8
American Indian:	1.8	1.0	.2	.9	3.4	1.1
Spanish surname:	6.5	6.0	1.4	2.4	14.9	5.4
Oriental	1.6	1.0	.4	1.9	1.6	.6
Others	.6	.4	.2	.3	1.0	.5
Total	7.6	.9	9.3	9.8	59.0	1.9

^{1/} Region 31 (Puerto Rico) is not included.

^{2/} A visitor day is an aggregate of 12 person hours.

GRAZING PROGRAM

The Forest Service's Division of Range Management maintains and manages the national grasslands of the United States that are used by the public for grazing domestic livestock. ^{1/} To use national grasslands, individual property owners and Grazing Associations are required to obtain a permit or lease of which there are two kinds: (1) paid (for a period of 10 years), (2) free (for one year).

^{1/} In "land utilization projects," the Department of Interior shares responsibility for managing grassland areas.

Table 2-63.--Paid Participants in the Forest Service Grazing Program by Ethnic Group, 1975

Ethnic Group	Range Management							
	Users ^{1/}		Livestock Grazed					
	No.	Pct.	Cattle		Horses		Sheep	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Black	47	4.1	432	^{2/}	10	0.1	930	0.1
Spanish surname:	1,147	7.1	26,096	1.9	136	.7	133,526	9.6
American Indian:	90	.6	5,553	.4	44	.2	3,750	.3
Oriental	-	^{3/}	-	^{3/}	-	^{3/}	-	^{3/}
Minorities	1,284	7.9	32,081	2.3	190	1.0	138,206	9.9
White	14,912	92.1	1,334,116	97.7	18,095	99.0	1,253,409	90.1
Total	16,196	100.0	1,336,197	100.0	18,285	100.0	1,391,615	100.0

^{1/} Includes individuals only, no associations.

^{2/} Less than 0.05 percent.

^{3/} Not applicable.

NOTE: A dash "-" signifies zero.

Table 2-64.-- Animal-Unit-Months for Paid Participants in the Forest Service Grazing Program by Ethnic Group, 1975

Ethnic Group	Range Management							
	Users ^{1/}		Animal-Unit-Months ^{2/}					
	No.	Pct.	Cattle		Horses		Sheep	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Black	47	4.1	2,411	^{3/}	103	0.2	235	^{3/}
Spanish surname:	1,147	7.1	150,497	2.4	630	1.0	81,479	12.2
American Indian:	90	.6	22,508	.4	677	1.1	2,147	.3
Oriental	-	^{4/}	-	^{4/}	-	^{4/}	-	^{4/}
Minorities	1,284	7.9	175,416	2.8	1,400	2.3	83,861	12.5
White	14,912	92.1	6,116,450	97.2	60,510	97.7	585,402	87.5
Total	16,196	100.0	6,291,866	100.0	61,910	100.0	669,263	100.0

^{1/} Includes individuals only, no associations.

^{2/} An animal-unit-month (AUM) is defined as the amount of forage required by a mature cow and her calf for one month. Conversion factors of 0.2 for sheep and 1.2 for horses were used to arrive at the common AUM base.

^{3/} Less than 0.05 percent.

^{4/} Not applicable.

NOTE: A dash "-" signifies zero.

Table 2-65.--Free Use Participants in the Forest Service Grazing Program by Ethnic Group, 1975

Ethnic Group	Range Management							
	Users ^{1/}		Livestock Grazed					
	No.	Pct.	Cattle		Horses		Sheep	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Black	36	<u>2/</u>	289	0.4	22	<u>2/</u>	-	<u>3/</u>
Spanish surname:	2,941	2.9	2,234	3.4	2,854	1.8	12,166	11.1
American Indian:	104	.1	374	.6	128	.1	-	<u>3/</u>
Oriental	4	<u>2/</u>	-	<u>3/</u>	5	<u>2/</u>	-	<u>3/</u>
Minorities	3,085	3.0	2,897	4.5	3,009	1.9	12,166	11.1
White	98,452	97.0	62,153	95.5	152,129	98.1	97,037	88.9
Total	101,537	100.0	65,050	100.0	155,138	100.0	109,203	100.0

^{1/} Includes individuals only, no associations.

^{2/} Less than 0.05 percent.

^{3/} Not applicable

NOTE: A dash "-" signifies zero.

Table 2-66.--Animal-Unit-Months for Free Use Participants in the Forest Service Grazing Program by Ethnic Group, 1975

Ethnic Group	Range Management							
	Users ^{1/}		Animal-Unit-Months ^{2/}					
	No.	Pct.	Cattle		Horses		Sheep	
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Black	36	<u>2/</u>	709	7.6	58	0.1	-	<u>4/</u>
Spanish surname:	2,941	2.9	296	3.2	1,660	2.1	465	9.5
American Indian:	104	.1	829	8.8	119	.2	-	<u>4/</u>
Oreintal	4	<u>2/</u>	-	<u>4/</u>	2	<u>3/</u>	-	<u>4/</u>
Minorities	3,085	3.0	1,834	19.6	1,839	2.3	465	9.5
White	98,452	97.0	7,537	80.4	77,047	97.7	4,438	90.5
Total	101,537	100.0	9,371	100.0	78,886	100.0	4,903	100.0

^{1/} Includes individuals only, no associations.

^{2/} An animal-unit-month (AUM) is defined as the amount of forage required by a mature cow and her calf for one month. Conversion factors of 0.2 for sheep and 1.2 for horses were used to arrive at the common AUM base.

^{3/} Less than 0.05 percent.

^{4/} Not applicable.

NOTE: A dash "-" signifies zero.

RURAL ELECTRIFICATION ADMINISTRATION

The Rural Electrification Administration (REA) makes loans (1) to co-operative associations that supply electricity in rural areas, and (2) to private companies and cooperatives that supply telephone service to rural areas.

REA has no field offices and therefore no State or county employees. Employment data for the borrowing cooperatives are reported to the Contract Compliance Division, OEO, USDA.

Targets for delivery of loans are not meaningful. However, targets to extend services to minority persons, and to increase minority members on boards of directors would be meaningful if adopted by each cooperative association.

Highlights of Electric and Telephone Annual Meetings, 1976

Selected Characteristics	:	:	:
	:Unit:	Electric:	Telephone
	:	:	:
Cooperatives Reporting	: No.	715	175
Total consumers or subscribers	:		
White	: No.	5,092,508	1,633,089
Minority	: No.	549,376	141,321
Annual meetings held	: No.	701	168
Attendance at meetings	:		
White	: No.	282,586	32,791
Minority	: No.	24,185	1,173
	:		
Total consumers or subscribers attending annual meetings:			
White	:Pct.	5.5	2.0
Minority	:Pct.	4.4	.8
	:		

Table 2-67.--Membership Attendance at Electric Cooperative Annual Meetings by State, 1976

State	Cooperatives			Total Consumers			Number:			Annual Meetings Attendance		
	: Reporting:			: White			: Minority:			: Minority		
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	Pct.	Pct.
Alabama	21	19	189,990	34,174	18	18	9,401	1,283	4.9	3.8		
Arizona	6	6	35,283	9,503	6	6	1,035	214	2.9	2.3		
Arkansas	18	18	191,045	21,164	18	18	4,911	317	2.6	1.5		
California	3	3	6,422	271	3	3	516	22	8.0	8.1		
Colorado	22	21	135,406	7,961	20	20	3,803	354	2.8	4.4		
Delaware	1	-	-	-	-	-	-	-	3/	3/		
Florida	15	12	181,920	15,733	11	11	12,583	1,275	6.9	8.1		
Georgia	41	38	402,407	68,800	38	38	18,038	2,936	4.5	4.3		
Idaho	9	7	18,399	94	7	7	2,101	10	11.4	10.6		
Illinois	27	24	136,293	1,568	24	24	9,792	45	7.2	2.9		
Indiana	41	29	187,129	825	27	27	16,288	54	8.7	6.5		
Iowa	48	43	132,776	325	43	43	22,080	18	16.6	5.5		
Kansas	35	32	95,779	1,339	32	32	7,527	38	7.9	2.8		
Kentucky	26	15	220,939	8,711	14	14	15,445	687	7.0	7.9		
Louisiana	13	13	163,089	34,737	12	12	5,873	1,656	3.6	4.8		
Maine	4	1	8,659	68	1	1	268	-	3.1	3/		
Maryland	2	-	-	-	-	-	-	-	3/	3/		
Michigan	13	6	81,905	900	6	6	1,883	28	2.3	3.1		
Minnesota	49	47	327,691	3,324	47	47	22,121	76	6.8	2.3		
Mississippi	22	17	206,147	71,013	17	17	3,059	797	1.5	1.1		
Missouri	42	41	334,017	9,651	41	41	22,937	235	6.9	2.4		
Montana	24	22	45,720	3,680	22	22	4,673	136	10.2	3.7		
Nebraska	3	2	5,192	-	2	2	291	-	5.6	3/		
Nevada	3	1	1,455	157	1	1	80	7	5.5	4.5		
New Hampshire	1	1	32,964	357	1	1	800	-	2.4	3/		
New Jersey	1	1	6,220	237	1	1	380	1	6.1	4		
New Mexico	16	14	28,921	37,967	13	13	1,926	1,938	6.7	5.1		
New York	4	2	4,683	90	2	2	224	-	4.8	3/		
North Carolina	28	24	267,922	52,125	24	24	9,305	2,476	3.5	4.8		
North Dakota	21	18	48,074	1,913	18	18	4,895	27	10.2	1.4		
Ohio	27	15	129,628	1,242	15	15	3,962	28	3.1	2.3		

See footnotes at end of table.

Continued

Table 2-67.--Membership Attendance at Electric Cooperative Annual Meetings by State, 1976 (continued)

State	Cooperatives			Total Consumers			Number Held			Annual Meetings Attendance		
	In State			White			Minority			White		
	No.	Reporting	No.	No.	Minority	No.	No.	Minority	No.	No.	Minority	Percent
Oklahoma	26	26	178,511	21,636	26	15,544	2,885	8.7	13.3			
Oregon	13	13	60,052	1,813	12	2,583	121	4.3	6.7			
Pennsylvania	12	1	12,623	71	1	235	-	1.9	3/			
South Carolina	20	17	150,239	52,336	17	9,361	4,516	6.2	8.6			
South Dakota	32	30	69,813	3,673	30	11,604	141	16.6	3.8			
Tennessee	20	17	340,689	24,768	17	7,256	160	2.1	.6			
Texas	76	74	475,625	54,183	71	18,429	1,605	3.9	3.0			
Utah	5	2	9,343	424	2	440	4	4.7	.9			
Vermont	2	2	13,587	10	2	696	-	5.1	3/			
Virginia	15	-	-	-	-	-	-	3/	3/			
Washington	9	7	23,577	1,247	6	830	50	3.5	4.0			
West Virginia	1	1	3,610	22	1	551	12	15.3	54.5			
Wisconsin	29	26	107,991	1,087	25	7,638	27	7.1	2.5			
Wyoming	14	7	20,773	177	7	1,222	6	5.9	3.4			
Total	860	715	5,092,508	549,376	701	282,586	24,185	5.5	4.4			

1/ Whites as a percentage of total White consumers.

2/ Minorities as a percentage of total minority consumers.

3/ Not applicable.

NOTE: (1) A dash "-" signifies zero.

(2) No Rural Electric Cooperative are located in Connecticut, Massachusetts and Rhode Island.

Table 2-68.--Membership Attendance at Telephone Cooperative Annual Meetings by State, 1976

State	Cooperatives			Total Subscribers			Annual Meetings Attendance		
	In State		Reporting	White		Minority	White		Minority
	No.	No.	No.	No.	No.	No.	No.	No.	Pct.
Alabama	3	2	50,812	10,900	2	1,198	-	2.4	5/
Arizona	1	1	3/	3/	1	92	1	3/	3/
Arkansas	2	1	82,363	10,560	1	9	2	4/	4/
Colorado	5	4	11,499	695	4	627	-	5.5	5/
Georgia	4	1	114,572	31,869	1	137	56	.1	0.2
Idaho	3	2	6,721	584	2	150	-	2.2	5/
Illinois	7	7	23,917	18	7	3,635	-	15.2	5/
Indiana	9	5	54,728	1,197	5	771	-	1.4	5/
Iowa	33	20	117,710	326	18	3,715	-	3.2	5/
Kansas	11	9	104,256	3,466	9	1,130	27	1.1	.8
Kentucky	8	7	70,332	1,975	6	1,227	73	1.7	3.7
Minnesota	20	15	30,642	534	14	3,225	24	10.5	4.5
Missouri	8	3	136,228	1,740	3	265	-	4/	5/
Montana	10	7	14,262	692	7	1,048	32	7.3	4.6
Nebraska	7	6	36,220	236	6	432	5	1.2	2.1
New Mexico	5	4	2,191	988	4	241	301	11.0	30.5
North Carolina	9	5	88,125	10,323	5	1,400	239	1.6	2.3
North Dakota	10	9	45,478	995	9	2,140	14	4.7	1.4
Ohio	6	2	6,295	249	1	106	1	1.7	.4
Oklahoma	2	-	43,546	2,384	-	-	-	5/	5/
Oregon	8	4	19,274	442	4	1,031	-	5.3	5/
South Carolina	6	5	62,743	20,680	5	681	193	1.1	.9
South Dakota	14	14	32,450	496	14	3,337	7	10.3	1.4
Tennessee	7	6	103,383	5,006	5	1,236	52	1.2	1.0
Texas	21	17	141,035	30,825	16	2,047	128	1.5	.4
Utah	3	2	3,291	110	2	103	-	3.1	5/

See footnotes at end of table.

Continued

Table 2-68.--Membership Attendance at Telephone Cooperative Annual Meetings by State, 1976 (continued)

State	Cooperatives			Total Subscribers			Annual Meetings Attendance		
	In	Reporting		White	Minority		White	Minority	Percent
	No.	No.	No.	No.	No.	Number Held	No.	No.	Pct.
Virginia	5	4		25,826	2,391	4	450	18	1.7
West Virginia	2	1		36,312	814	1	74	-	.2
Wisconsin	11	11		166,068	781	11	2,221	-	1.3
Wyoming	1	1		2,810	45	1	63	-	2.2
Total	241	175		1,633,089	141,321	168	32,791	1,173	2.0

1/ Whites as a percentage of White subscribers.

2/ Minorities as a percentage of total minority subscribers.

3/ A cooperative is reported for Arizona, but no subscribers.

4/ Less than 0.05 percent.

5/ Not applicable.

NOTE: (1) A dash "-" signifies zero.

(2) There were no Rural Telephone Cooperatives located in California, Connecticut, Delaware, Florida, Louisiana, Maine, Maryland, Massachusetts, Michigan, Mississippi, Nevada, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont and Washington.

Table 2-69.--Ethnic Composition of Members on Boards of Directors for Rural Electric Cooperatives, by State, 1976

State	Total	Ethnic Composition					
		White	Black	Spanish:surname	American:Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Alabama	163	156	6	-	1	-	-
Arizona	53	50	-	2	1	-	-
Arkansas	162	159	1	-	2	-	-
California	23	23	-	-	-	-	-
Colorado	190	189	-	1	-	-	-
Connecticut	-	-	-	-	-	-	-
Delaware	-	-	-	-	-	-	-
Florida	108	106	2	-	-	-	-
Georgia	341	330	11	-	-	-	-
Idaho	55	55	-	-	-	-	-
Illinois	216	216	-	-	-	-	-
Indiana	296	296	-	-	-	-	-
Iowa	395	395	-	-	-	-	-
Kansas	280	280	-	-	-	-	-
Kentucky	109	108	1	-	-	-	-
Louisiana	119	116	2	1	-	-	-
Maine	11	11	-	-	-	-	-
Maryland	-	-	-	-	-	-	-
Massachusetts	-	-	-	-	-	-	-
Michigan	51	51	-	-	-	-	-
Minnesota	404	404	-	-	-	-	-
Mississippi	144	144	-	-	-	-	-
Missouri	370	368	-	-	1	-	1
Montana	171	168	-	-	2	1	-
Nebraska	20	20	-	-	-	-	-
Nevada	11	10	-	1	-	-	-
New Hampshire	11	11	-	-	-	-	-
New Jersey	9	9	-	-	-	-	-
New Mexico	132	78	-	51	2	-	1
New York	18	18	-	-	-	-	-
North Carolina	261	235	18	-	8	-	-
North Dakota	160	158	-	-	2	-	-
Ohio	125	125	-	-	-	-	-
Oklahoma	225	208	-	-	17	-	-
Oregon	96	94	-	2	-	-	-
Pennsylvania	11	11	-	-	-	-	-
Rhode Island	-	-	-	-	-	-	-
South Carolina	166	155	11	-	-	-	-
South Dakota	248	247	-	-	1	-	-
Tennessee	164	164	-	-	-	-	-
Texas	616	602	9	3	2	-	-
Utah	16	16	-	-	-	-	-

See note at end of table.

Continued

Table 2-69.--Ethnic Composition of Members on Boards of Directors for Rural Electric Cooperatives, by State, 1976 (continued)

State	Total	Ethnic Composition					
		White	Black	Spanish:American surname: Indian	Oriental	Other	
	No.	No.	No.	No.	No.	No.	No.
Vermont	24	24	-	-	-	-	-
Virginia	-	-	-	-	-	-	-
Washington	65	60	-	-	5	-	-
West Virginia:	7	7	-	-	-	-	-
Wisconsin	226	226	-	-	-	-	-
Wyoming	48	48	-	-	-	-	-
Total	6,320	6,151	61	61	44	1	2

NOTE: A dash "-" signifies zero.

Table 2-70.--Ethnic Composition of Members on Boards of Directors for Rural Telephone Cooperatives, by State, 1976

State	Total	Ethnic Composition					
		White	Black	Spanish: surname	American Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Alabama	15	15	-	-	-	-	-
Arizona	9	9	-	-	-	-	-
Arkansas	8	7	1	-	-	-	-
California	-	-	-	-	-	-	-
Colorado	33	33	-	-	-	-	-
Connecticut	-	-	-	-	-	-	-
Delaware	-	-	-	-	-	-	-
Florida	-	-	-	-	-	-	-
Georgia	8	7	1	-	-	-	-
Idaho	12	12	-	-	-	-	-
Illinois	57	57	-	-	-	-	-
Indiana	40	40	-	-	-	-	-
Iowa	158	158	-	-	-	-	-
Kansas	75	75	-	-	-	-	-
Kentucky	52	52	-	-	-	-	-
Louisiana	-	-	-	-	-	-	-
Maine	-	-	-	-	-	-	-
Maryland	-	-	-	-	-	-	-
Massachusetts	-	-	-	-	-	-	-
Michigan	-	-	-	-	-	-	-
Minnesota	115	114	-	-	1	-	-
Mississippi	-	-	-	-	-	-	-
Missouri	29	29	-	-	-	-	-
Montana	56	53	-	-	3	-	-
Nebraska	48	48	-	-	-	-	-
Nevada	-	-	-	-	-	-	-
New Hampshire	-	-	-	-	-	-	-
New Jersey	-	-	-	-	-	-	-
New Mexico	34	27	-	7	-	-	-
New York	-	-	-	-	-	-	-
North Carolina	49	48	1	-	-	-	-
North Dakota	77	77	-	-	-	-	-
Ohio	20	20	-	-	-	-	-
Oklahoma	-	-	-	-	-	-	-
Oregon	24	24	-	-	-	-	-
Pennsylvania	-	-	-	-	-	-	-
Rhode Island	-	-	-	-	-	-	-
South Carolina	45	43	2	-	-	-	-
South Dakota	117	117	-	-	-	-	-
Tennessee	58	58	-	-	-	-	-
Texas	147	146	-	-	1	-	-
Utah	13	13	-	-	-	-	-

See note at end of table.

Continued

Table 2-70.--Ethnic Composition of Members on Boards of Directors for Rural Telephone Cooperatives, by State, 1976 (continued)

State	Total	Ethnic Composition					
		White	Black	Spanish:surname	American:Indian	Oriental	Other
	No.	No.	No.	No.	No.	No.	No.
Vermont	-	-	-	-	-	-	-
Virginia	32	31	1	-	-	-	-
Washington	-	-	-	-	-	-	-
West Virginia	7	7	-	-	-	-	-
Wisconsin	90	90	-	-	-	-	-
Wyoming	5	5	-	-	-	-	-
Total	1,433	1,415	6	7	5	-	-

NOTE: A dash "-" signifies zero.

SOIL CONSERVATION SERVICE

The Soil Conservation Service (SCS) provides technical assistance through 2,939 soil and water conservation districts, including 5 grazing or irrigation districts, to landowners and operators who are members of a district and request assistance. These districts cover over 2.2 billion acres with more than 2.7 million farms or ranches.

Soil and water conservation districts are organized and managed by land users through district governing bodies under State law. Purposes of SCS programs are to assist farmers in (1) adopting soil conservation practices and (2) developing land and water resources. The number of new cooperators each year is added to the body of active cooperators to arrive at total cumulative soil conservation district cooperators.

Those eligible for receipt of SCS technical assistance are the operating units within a district. An "operating unit" is defined as all land that is operated as a single management unit, regardless of the number of tracts involved and whether or not they are contiguous.

Targets for delivery of benefits to minority group members for Fiscal Year 1975 were established (1) to provide technical assistance to minority individuals in the same proportion as that provided to majority individuals, based on requests received, and (2) to enter into Great Plains Conservation Program contracts with minority individuals in the same proportion as entered into with majority individuals based on contract applications received.

Highlights of SCS Cooperators, Fiscal Year 1976

State/ Ethnic Group	Cumulative		Cooperators as a Percentage	
	Cooperators		of Operating Units	
	1975	1976	1975	1976
	No.	No.	Pct.	Pct.
<u>16 Southern States:</u>				
Black	52,570	52,722	40	41
White	1,058,053	1,047,231	59	59
Total	1,110,623	1,099,953	58	57
<u>7 States</u>				
Spanish surname	8,823	8,941	58	59
White	361,807	355,697	61	60
Total	370,630	364,638	61	60
<u>13 States</u>				
American Indian	2,628	2,757	35	35
White	642,385	647,862	60	61
Total	645,013	650,619	60	61
<u>6 States</u>				
Oriental	1,353	1,347	35	42
White	145,034	146,267	52	52
Total	146,387	147,614	52	52

Table 2-71.-Cumulative Cooperators as a Percentage of Operating Units, Black and White 1975-1976

State	Cumulative Cooperators				Operating Units			
	Black		White		Black		White	
	1975 No.	1976 No.	1975 No.	1976 No.	1975 Pct.	1976 Pct.	1975 Pct.	1976 Pct.
Alabama	3,499	3,505	53,168	52,883	34	36	58	58
Arkansas	4,786	4,735	89,599	89,514	74	74	79	78
Delaware	55	54	3,840	3,952	49	48	51	52
Florida	1,057	1,044	26,401	25,386	40	36	50	48
Georgia	4,939	4,928	101,434	101,430	42	44	72	72
Kentucky	872	912	80,526	78,833	53	55	45	44
Louisiana	4,070	3,999	48,184	46,262	45	40	58	55
Maryland	452	456	18,976	19,241	49	49	50	51
Mississippi	12,870	13,086	76,041	77,025	42	44	68	69
North Carolina	3,990	4,106	70,400	71,967	28	28	44	46
Oklahoma	1,696	1,706	96,764	96,952	65	66	75	75
South Carolina	3,946	3,902	43,768	43,995	24	24	59	60
Tennessee	2,168	2,147	68,249	67,076	47	47	45	45
Texas	5,136	4,962	191,665	183,405	61	64	69	67
Virginia	2,940	3,086	41,963	42,390	27	30	41	38
West Virginia	94	94	47,075	46,920	56	56	66	65
Total	52,570	52,722	1,058,053	1,047,231	40	41	59	59

Table 2-72--Cumulative Cooperators as a Percentage of Operating Units, American Indian and White, 1975-1976

State	Cumulative Cooperators						Operating Units					
	American Indian			White			American Indian			White		
	1975	1976	No.	1975	1976	No.	1975	1976	No.	1975	1976	No.
	Pct.	Pct.		Pct.	Pct.		Pct.	Pct.		Pct.	Pct.	
Arizona	12	12	5,376	5,472	21	75	21	75	21	75	21	77
California	96	101	37,856	38,187	19	52	25	52	25	52	25	54
Kansas	296	325	94,452	95,102	78	71	87	71	87	71	87	71
Michigan	36	34	64,939	64,963	23	58	22	58	22	58	22	58
Minnesota	72	73	63,888	65,430	30	48	30	48	30	48	30	50
Mississippi	32	32	76,041	77,025	31	68	31	68	31	68	31	69
Montana	210	216	13,935	14,163	31	58	32	58	32	58	32	57
New Mexico	29	36	8,537	8,802	3	63	2	63	2	63	2	65
North Carolina	299	293	70,400	71,967	36	44	36	44	36	44	36	46
North Dakota	69	76	39,875	40,205	49	80	54	80	54	80	54	80
Oklahoma	1,132	1,166	96,764	96,952	61	75	52	75	52	75	52	75
South Dakota	273	318	37,485	36,926	47	77	52	77	52	77	52	77
Washington	72	75	32,837	32,668	22	42	23	42	23	42	23	42
Total	2,628	2,757	642,385	647,862	35	60	35	60	35	60	35	61

Table 2-73.-Cumulative Cooperators as a Percentage of Operating Units, Spanish surname and White, 1975-1976

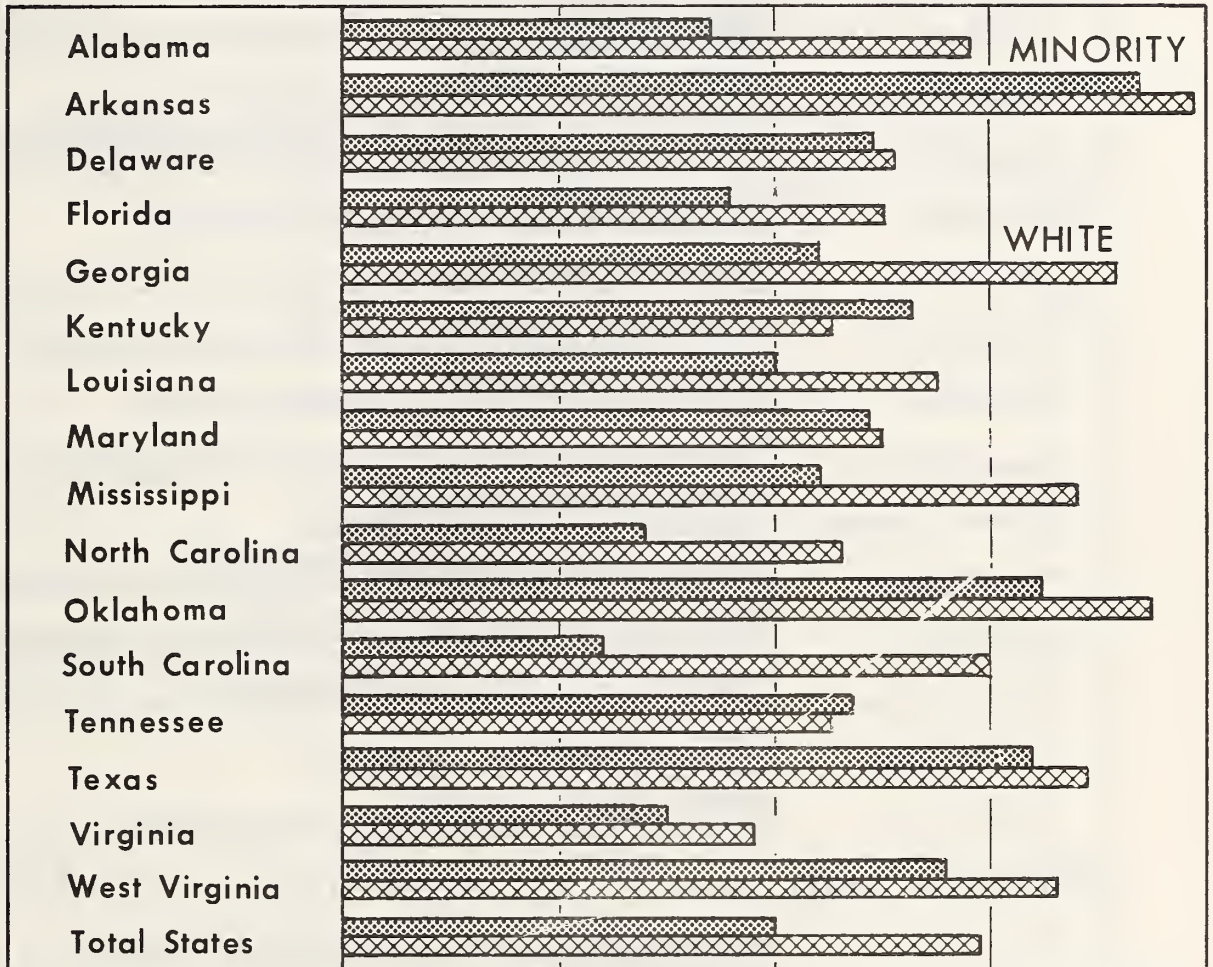
State	Cumulative Cooperators				Operating Units			
	Spanish surname		White		Spanish surname		White	
	1975	1976	1975	1976	1975	1976	1975	1976
	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.
Arizona	144	144	5,376	5,472	65	65	75	77
California	469	498	37,856	38,187	32	36	52	54
Colorado	645	659	20,597	22,200	83	88	62	66
Michigan	41	35	64,939	64,963	20	18	58	58
New Mexico	3,260	3,380	8,537	8,802	50	50	63	65
Texas	4,214	4,170	191,665	183,405	73	70	69	67
Washington	50	55	32,837	32,668	47	48	42	42
Total	8,823	8,941	361,807	355,697	58	59	61	60

Table 2-74.-Cumulative Cooperators as a Percentage of Operating Units, Oriental and White, 1975-1976

State	Cumulative Cooperators				Operating Units			
	Oriental		White		Oriental		White	
	1975	1976	1975	1976	1975	1976	1975	1976
	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.
California	645	650	37,856	38,187	25	34	52	54
Colorado	120	117	20,597	22,200	69	69	62	66
Idaho	178	172	21,146	21,640	70	70	62	59
Oregon	134	134	20,929	19,842	44	45	51	48
Utah	88	87	11,669	11,730	63	63	57	58
Washington	188	187	32,837	32,668	44	44	42	42
Total	1,353	1,347	145,034	146,267	35	42	52	52

Figure 2-6

CUMULATIVE SCS COOPERATORS AS PERCENTAGE OF OPERATING UNITS, 1976 **BLACK AND WHITE COOPERATORS (16 STATES)**



ORIENTAL AND WHITE COOPERATORS (6 STATES)

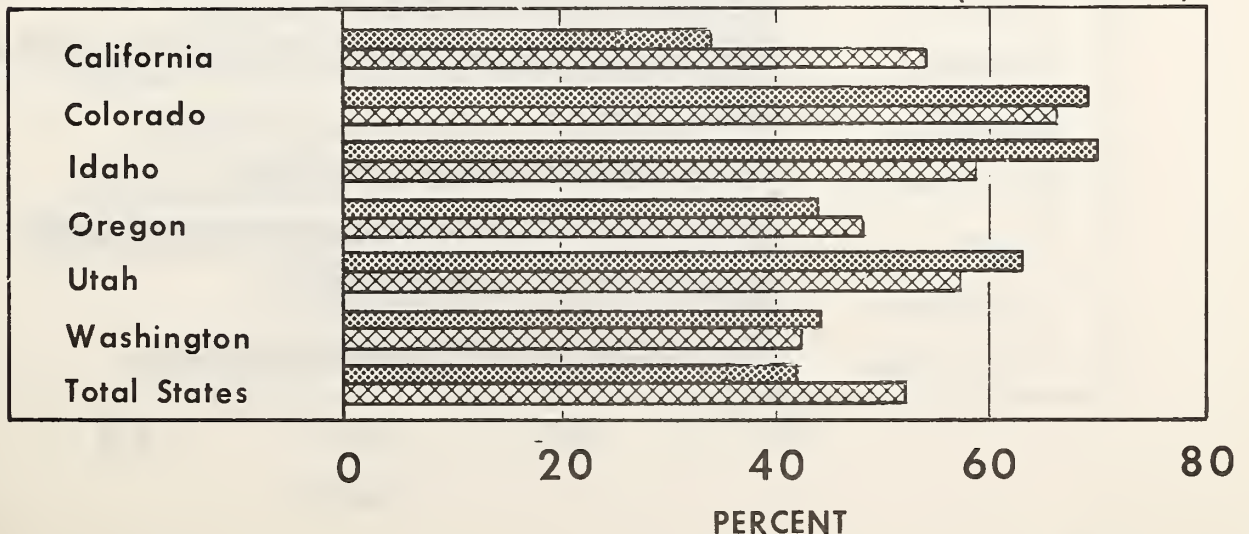
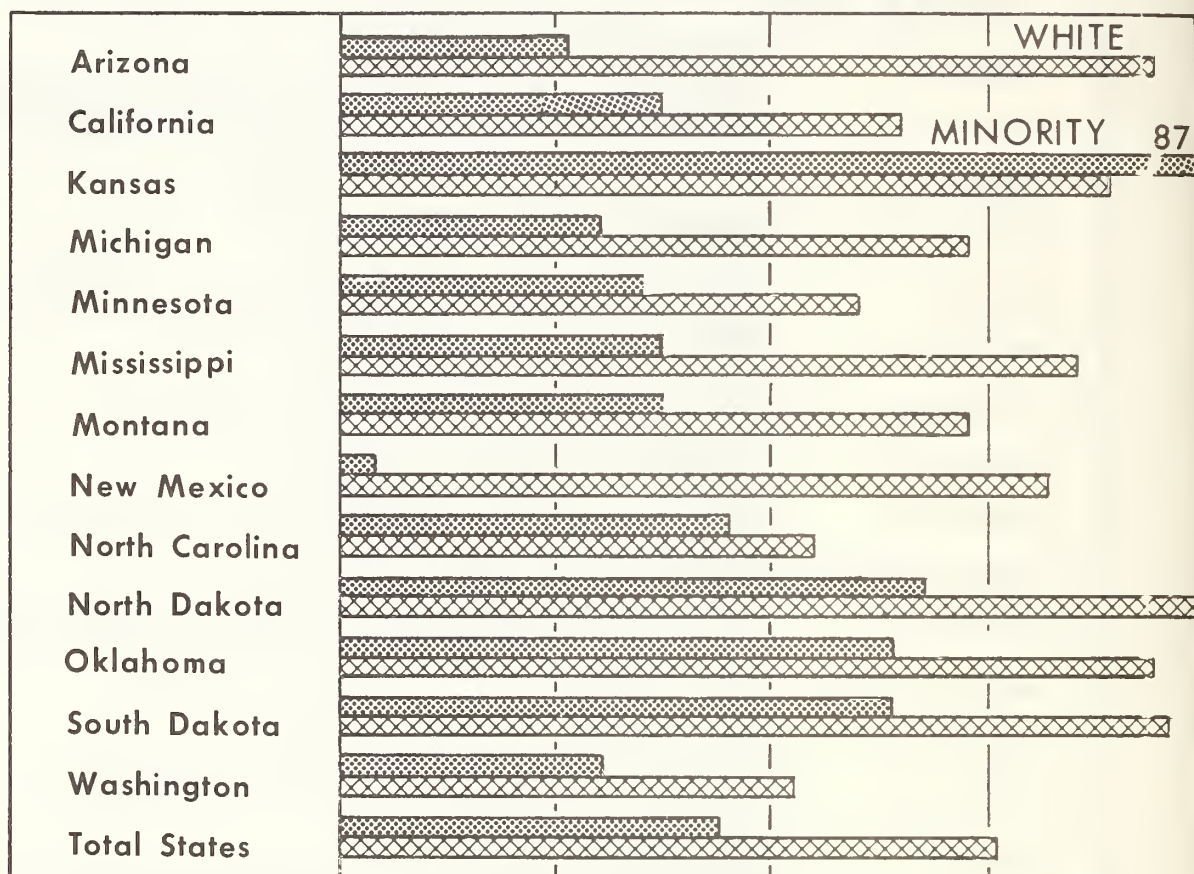


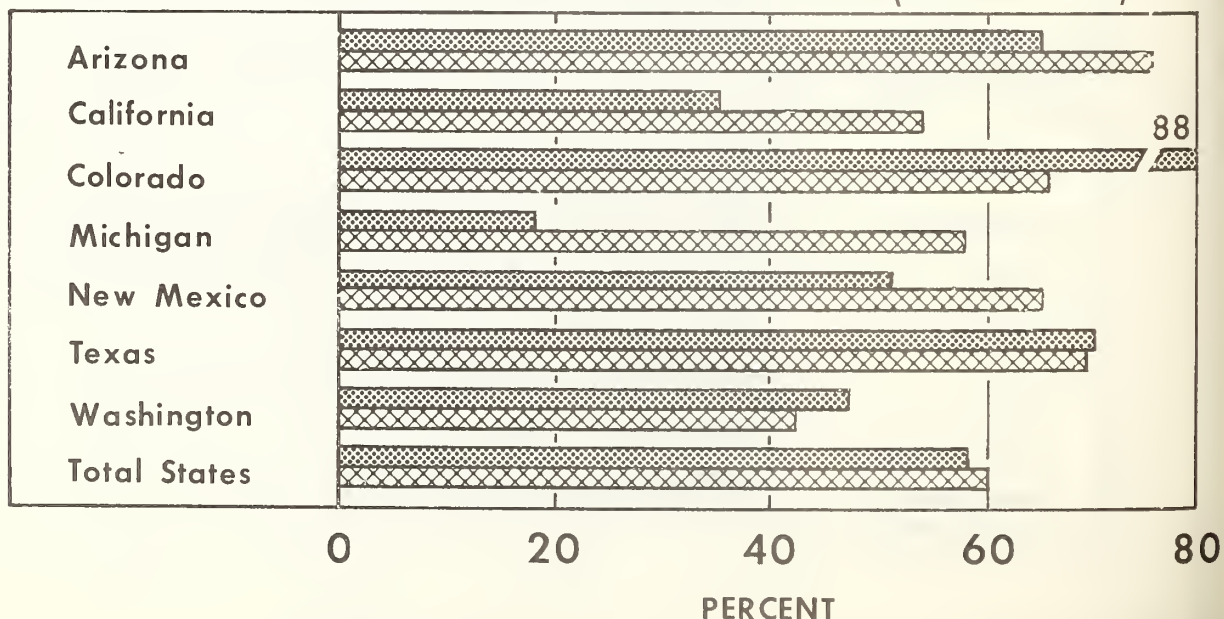
Figure 2-6 (Cont'd)

CUMULATIVE SCS COOPERATORS AS PERCENTAGE OF OPERATING UNITS, 1976

AMERICAN INDIAN AND WHITE COOPERATORS (13 STATES)



SPANISH AND WHITE COOPERATORS (7 STATES)



TECHNICAL ASSISTANCE

The Soil Conservation Service reports technical assistance on any phase of conservation planning and application given to landowners, operators, and other individual land users on both agricultural and nonagricultural land. A technical service usually involves a trip to provide technical assistance on the land. However, actual technical assistance for a land unit that is provided in the office, over the telephone, or in writing is also reported as a service.

Highlights of SCS Technical Assistance Recipients, Fiscal Year 1976

State/ Ethnic Group	Technical Assistance Recipients		Recipients as a Percentage of Cumulative Cooperators	
	1975 No.	1976 No.	1975 Pct.	1976 Pct.
<u>16 Southern States:</u>				
Black	25,705	25,821	49	49
White	471,444	462,885	45	44
Total	497,149	488,706	45	44
<u>7 States</u>				
Spanish surname	5,290	5,161	60	58
White	196,655	191,631	54	54
Total	201,945	196,792	54	54
<u>13 States</u>				
American Indian	1,397	1,525	53	55
White	276,148	266,939	43	41
Total	277,545	268,464	43	41
<u>6 States</u>				
Oriental	670	617	50	50
White	74,170	71,950	51	49
Total	74,840	72,567	51	49

Table 2-75.-SCS Technical Assistance Recipients, Black and White, 1975 and 1976

State	1975				1976			
	Recipients		Recipients as a Percentage of Cooperators		Recipients		Recipients as a Percentage of Cooperators	
	Black No.	White No.	Black Pct.	White Pct.	Black No.	White No.	Black Pct.	White Pct.
Alabama	2,612	27,391	75	52	2,711	27,930	77	53
Arkansas	1,972	38,249	41	43	2,039	38,834	43	43
Delaware	15	1,228	27	32	26	1,192	48	30
Florida	574	13,660	54	52	461	13,591	44	54
Georgia	1,540	37,921	31	37	2,180	35,905	44	35
Kentucky	422	25,058	48	31	394	24,902	43	32
Louisiana	1,824	18,653	45	39	1,779	17,536	44	38
Maryland	323	7,171	71	38	242	6,707	53	35
Mississippi	6,269	35,249	49	46	5,976	32,279	46	42
North Carolina	2,041	30,537	51	43	2,171	30,234	53	42
Oklahoma	1,019	43,615	60	45	947	41,672	56	43
South Carolina	1,695	15,758	43	36	1,507	15,004	39	34
Tennessee	715	25,112	33	37	879	26,261	41	39
Texas	3,654	112,559	71	59	3,578	111,072	72	61
Virginia	978	19,847	33	47	892	18,963	29	45
West Virginia	52	19,436	55	41	39	20,803	41	44
Total	25,705	471,444	49	45	25,821	462,885	49	44

Table 2-76.-SCS Technical Assistance Recipients, American Indian and White, 1975 and 1976

State	1975				1976			
	Recipients		Recipients as a Percentage of Cooperators		Recipients		Recipients as a Percentage of Cooperators	
	No.	White	American Indian:	White Pct.	No.	American Indian:	White Pct.	White Pct.
Arizona	8	2,664		67	9		50	48
California	42	18,328		44	49		48	48
Kansas	107	28,109		36	29		30	28
Michigan	9	27,224		25	8		42	39
Minnesota	7	24,036		10	15		38	37
Mississippi	7	35,249		22	11		46	42
Montana	166	7,954		79	157		57	59
New Mexico	86	4,364		297 1/	71		51	50
North Carolina	161	30,537		54	173		43	42
North Dakota	78	21,069		113 1/	109		53	52
Oklahoma	425	43,615		38	558		45	43
South Dakota	262	16,422		96	284		44	46
Washington	39	16,577		54	52		50	45
Total	1,397	276,148		53	1,525		43	41

1/ Technical assistance may be provided to non-cooperators who have a few acres of land and a single problem that does not require extended attention from SCS.

Table 2-77--SCS Technical Assistance Recipients, Spanish surname and White, 1975 and 1976

State	1975						1976					
	Recipients			Recipients as a Percentage of Cooperators			Recipients			Recipients as a Percentage of Cooperators		
	Spanish surname: White			Spanish surname: White			Spanish surname: White			Spanish surname: White		
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Arizona	78		2,664	54	50		84		2,839	58	52	
California	183		18,328	39	48		186		18,477	37	48	
Colorado	525		14,919	81	72		594		14,896	90	67	
Michigan	24		27,224	59	42		9		25,075	26	39	
New Mexico	1,397		4,364	43	51		1,525		4,432	45	50	
Texas	3,061		112,559	73	59		2,739		111,072	66	62	
Washington	22		16,577	44	50		24		14,840	44	45	
Total	5,290		196,635	60	54		5,161		191,631	58	54	

Table 2-78--SCS Technical Assistance Recipients, Oriental and White, 1975 and 1976

State	1975						1976					
	Recipients			Recipients as a Percentage of Cooperators			Recipients			Recipients as a Percentage of Cooperators		
	Oriental			Oriental			Oriental			Oriental		
	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
California	258		18,328	40	48		255		18,477	39	48	
Colorado	87		14,919	72	72		88		14,896	75	67	
Idaho	59		9,593	33	45		58		10,306	34	48	
Oregon	88		7,688	66	37		54		7,150	40	36	
Utah	66		7,065	75	61		56		6,281	64	54	
Washington	112		16,577	60	50		106		14,840	57	45	
Total	670		74,170	50	51		617		71,950	50	49	

Contract Compliance

Section 3



RESPONSIBILITIES OF THE CONTRACT COMPLIANCE DIVISION

Companies that have been awarded contracts or subcontracts by the Federal Government are obligated to avoid employment discrimination based on race, color, religion, sex, or national origin. Further, such employers are required to take affirmative action to insure that applicants are employed, and that employees are treated in such a way that race, color, religion, sex, or national origin cannot enter into the personnel process.

Executive Order 11246 and various regulations thereunder were issued to implement this nondiscrimination policy. The Department of Labor (DOL) and the Office of Federal Contract Compliance Programs (OFCCP) have assigned compliance responsibility for specific industries to the US Department of Agriculture (USDA). Administering and enforcing the order, and securing adherence to the regulations, are the responsibilities of the Contract Compliance Division (CCD), Office of Equal Opportunity (OEO), USDA.

Specifically, the Contract Compliance Division is responsible for measuring the equal employment opportunity compliance of certain Government contractors.

To accomplish this mission, the Contract Compliance Division conducts an extensive and intensive field program of onsite compliance reviews of Government contractor's facilities. A contract compliance review consists of a comprehensive examination and analysis of employment policies, practices, and procedures to insure that each contractor completes the requirements detailed in the equal employment opportunity clause of Government contracts.

This report shows the scope of the activities of the Contract Compliance Division on the employment of minorities and women in 1976.

A S S I G N M E N T

The assignment of government contractor establishments made to the US Department of Agriculture is presented in this section by geographical areas and by the Standard Industrial Classification (SIC) number as follows:

- 01 - Agricultural production-crops
- 02 - Agricultural production-livestock
- 07 - Agricultural services
- 20 - Food and kindred products
 - 201 - Meat products
 - 202 - Dairy products
 - 203 - Canned and preserved fruits and vegetables
 - 204 - Grain mill products
 - 205 - Bakery products
 - 206 - Sugar and confectionery products
 - 207 - Fats and oils
 - 208 - Beverages
 - 209 - Miscellaneous food preparation and kindred products
- 21 - Tobacco manufacturers
- 481 - Telephone communication (wire or radio)
- 491 - Electric services
- 514 - Groceries and related products (wholesale)
- 515 - Farm-product raw materials (wholesale)
- 519 - Miscellaneous nondurable goods (wholesale)
- 526 - Retail nurseries, lawn and garden supply stores
- 54 - Food stores (retail)
- 964 - Regulation of agricultural marketing and commodities

E X P L A N A T O R Y N O T E

In tables, a dash (--) means zero.

COMPARISON OF COMPLIANCE REVIEW DATA FOR 1976 WITH 1975 EEO-1 DATA

The Contract Compliance Division, Office of Equal Opportunity, conducted 380 onsite supply and REA compliance reviews during 1976. These facilities employed .4% fewer employees than in 1975. The chart below also indicates a decrease in minorities and females and an increase in white employees at these facilities.

Employment	1975	1976	Percent Change
Total	107,360	106,959	-.4
White	81,307	81,463	.2
Minority	26,053	25,496	-2.1
Female	33,656	33,235	-1.3

Total employment at reviewed establishments in 1976 was 106,959 as compared to 107,360 from 1975 EEO-1 data for the same facilities. In 1976, total white employment was 76.2% of the total employment at the facilities reviewed, while in 1975 white employees occupied 75.7% of all positions. Minority employment was 23.8% of the total in 1976, a decrease of 2.1% as compared to 1975. Female employment as part of the total picture in each year decreased from 31.4% in 1975 to 31.1% in 1976.

Employees	Onsite Reviews 1976	Percent Change of Total	EEO-1 Data 1975	Percent Change of Total
Total	106,959		107,360	
White	81,463	76.2	81,307	75.7
Minority	25,496	23.8	26,053	24.3
Female	33,235	31.1	33,656	31.4

The percent changes in employment (1975-76) within the white collar area by job categories follows:

Job Category	Total Employment	White	Minority	Female
Officials & Managers	.3	-.2	9.4	3.5
Professionals	10.9	11.2	8.1	18.7
Technicians	4.9	6.9	-7.9	11.9
Sales Workers	-15.1	-13.6	-29.1	-12.2
Office & Clerical	1.8	1.9	.7	1.9
White Collar	-1.8	-1.5	-5.2	1.5

The percent changes in blue collar job categories reflect the following:

Job Category	Total Employment	White	Minority	Female
Craftsmen (Skilled)	3.2	3.0	4.4	17.3
Operatives (Semi-Skil)	3.3	2.7	4.8	0.0
Laborers (Unskilled)	-1.4	2.3	-6.0	-2.2
Service Workers	-16.5	-21.3	-7.7	-40.6
Blue Collar	.5	1.6	-1.6	-3.1

The total number of employees, including minorities and females, fluctuated widely within the specific SIC codes. The percent changes for 1975-76 are charted below:

SIC Codes	Total Employment	Minority	Female
Total 01	-1.5	2.2	-3.2
Total 02	-.8	-2.3	-1.0
Total 07	-7.1	-2.2	-11.3
201	5.1	5.4	4.6
202	-2.5	-24.7	-4.2
203	2.1	-6.9	-.9
204	-3.4	-6.8	1.7
205	1.6	.7	.7
206	-43.9	-30.9	-59.7
207	-2.0	-.5	-.4
208	-1.3	-1.0	16.0
209	-8.7	-2.9	-8.9
Total 20	-1.8	-4.1	-2.3
Total 21	6.1	6.3	1.8
514	6.8	5.4	8.2
515	77.2	71.9	110.7
519	0.0	-3.7	.5
Total 54	-4.6	-15.1	-.6
739 1/	0.0	0.0	0.0
Total 481 & 491	5.4	-10.0	2.4
Total	-.4	-2.1	-1.3

1/ Not within Agriculture universe. Special assignment.

Tables 3-1 through 3-12, reflect the total employment picture at contractor's facilities for supply and REA onsite reviews conducted during 1976. This data was compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-1 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	TOTAL ALL EMPLOYEES									
	1975 EE0-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	Percentage of Minorities and Females of Total	Pct.	Total	Minority	Female	Percentage of Minorities and Females of Total	Pct.
	No.	No.	No.			No.	No.	No.		
Total 01	1,440	139	755	9.7	52.4	1,419	142	731	10.0	51.5
Total 02	251	87	97	34.7	38.7	249	85	96	34.1	38.6
Total 07	777	90	453	11.6	58.3	722	88	402	12.2	55.7
201	13,401	4,492	4,259	33.5	31.8	14,088	4,733	4,453	33.6	31.6
202	7,348	1,558	1,801	21.2	24.5	7,162	1,174	1,725	16.4	24.1
203	14,049	4,959	6,495	35.3	46.2	14,340	4,617	6,435	32.2	44.9
204	3,516	922	1,134	26.2	32.3	3,395	859	1,153	25.3	34.0
205	11,467	2,339	3,073	20.4	26.8	11,654	2,355	3,095	20.2	26.6
206	2,302	671	844	29.2	36.7	1,291	464	340	35.9	26.3
207	1,584	444	541	28.0	34.2	1,552	442	539	28.5	34.7
208	15,941	2,263	1,668	14.2	10.5	15,729	2,240	1,934	14.2	12.3
209	11,728	3,354	4,653	28.6	39.7	10,703	3,258	4,239	30.4	39.6
Total 20	81,336	21,002	24,468	25.8	30.1	79,914	20,142	23,913	25.2	29.9
Total 21	9,654	3,496	3,631	36.2	37.6	10,239	3,717	3,695	36.3	36.1
514	3,432	482	969	14.0	28.2	3,665	508	1,048	13.9	28.6
515	79	57	28	72.2	35.4	140	98	59	70.0	42.1
519	331	27	215	8.2	65.0	331	26	216	7.9	65.3
Total 54	3,119	199	1,186	6.4	38.0	2,977	169	1,179	5.7	39.6
739 1/	201	3	66	1.5	32.8	201	3	66	1.5	32.8
Total REA (SIC 481 & 491)	6,740	471	1,788	7.0	26.5	7,102	518	1,830	7.3	25.8
Total	107,360	26,053	33,656	24.3	31.4	106,959	25,496	33,235	23.8	31.1

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-2 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	1975 EEO-1 Employment Data										OFFICIALS & MANAGERS										1976 Employment Data at Time of Review									
	Total					Minority					Percentage of Minorities : and Females of Total					Total					Minority					Percentage of Minorities : and Females of Total				
	No.	No.	No.	No.	No.	No.	Pct.	Pct.	Pct.	Pct.	No.	Pct.	No.	Pct.	No.	No.	Pct.	No.	Pct.	No.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.	No.	Pct.
Total 01	70	1	10				1.4	14.3			66		1	1.5	11															
Total 02	37	2	4				5.4	10.8			41		1	2.4	6															
Total 07	130	2	4				1.5	3.1			131		2	1.5	4															
201	1,021	107	42				10.5	4.1			1,194		92	7.7	67															
202	729	22	43				3.0	5.9			775		20	2.6	42															
203	1,321	100	105				7.6	8.0			1,420		114	8.0	132															
204	623	25	73				4.0	11.7			596		22	3.7	58															
205	1,214	91	77				7.5	6.3			1,255		89	7.1	59															
206	350	16	29				4.6	8.3			175		13	7.4	18															
207	158	16	12				10.1	7.6			155		14	9.0	12															
208	2,170	101	77				4.7	3.6			2,192		126	5.8	124															
209	1,578	88	113				5.6	7.2			1,534		99	6.5	115															
Total 20	9,164	566	571				6.2	6.2			9,296		589	6.3	627															
Total 21	973	92	102				9.5	10.5			1,047		142	13.6	110															
514	430	14	38				3.3	8.8			509		14	2.8	44															
515	13	--	--				--	--			20		--	--	--															
519	28	1	5				3.6	17.9			28		1	3.6	5															
Total 54	610	23	81				3.8	13.3			255		14	5.5	11															
739 1/	37	--	7				--	18.9			37		--	--	7															
Total REA	690	5	63				.7	9.1			794		8	1.0	91															
(SIC 481 & 491)																														
Total	12,182	706	885				5.8	7.3			12,224		772	6.3	916															

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from Contractor EEO-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-3 -Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	PROFESSIONALS									
	1975 EEO-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	No.	Pct.	Percentage of Minorities and Females of Total	Total	Minority	Female	Percentage of Minorities and Females of Total
	No.	No.	No.	No.	Pct.	Pct.	No.	No.	No.	Pct.
Total 01	13	1	--	--	7.7	--	14	--	--	--
Total 02	17	1	4	4	5.9	23.5	17	1	3	5.9
Total 07	90	3	21	21	3.3	23.3	90	3	21	3.3
201	147	20	32	32	13.6	21.8	228	5	25	2.2
202	212	21	28	28	9.9	13.2	243	25	31	10.3
203	271	26	64	64	9.6	23.6	278	26	71	9.4
204	228	10	30	30	4.4	13.2	239	9	35	3.8
205	213	11	33	33	5.2	15.5	206	13	36	6.3
206	47	4	11	11	8.5	23.4	42	4	8	9.5
207	29	2	3	3	6.9	10.3	27	1	4	3.7
208	775	74	73	73	9.6	9.4	792	81	93	10.2
209	686	67	110	110	9.8	16.0	663	66	106	10.0
Total 20	2,608	235	384	384	9.0	14.7	2,718	230	409	8.5
Total 21	390	27	50	50	6.9	12.8	541	49	97	9.1
514	56	1	8	8	1.8	14.3	102	6	23	5.9
515	--	--	--	--	--	--	1	--	--	--
519	3	--	2	2	--	66.7	3	--	2	66.7
Total 54	7	1	3	3	14.3	42.9	31	2	7	6.5
739 1/	47	--	4	4	--	8.5	47	--	4	8.5
Total REA	181	3	28	28	1.7	15.5	221	3	32	1.4
(SIC 481 & 491)										
Total	3,412	272	504	504	8.0	14.8	3,785	294	598	7.8

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from Contractor EEO-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3.4—Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	TECHNICIANS									
	1975 EE0-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	Percentage of Minorities and Females of Total		Total	Minority	Female	Percentage of Minorities and Females of Total	
	No.	No.	No.	Pct.		No.	No.	No.	Pct.	
Total 01	21	--	8	--	38.1	25	--	16	--	64.0
Total 02	4	--	1	--	25.0	5	--	--	--	--
Total 07	--	--	--	--	--	3	--	3	--	100.0
201	246	80	146	32.5	59.4	214	11	83	5.1	38.8
202	165	17	87	10.3	52.7	168	26	83	15.5	49.4
203	318	33	165	10.4	51.9	366	31	233	8.5	63.7
204	111	6	25	5.4	22.5	131	9	34	6.9	26.0
205	100	20	53	20.0	53.0	110	21	53	19.1	48.2
206	47	14	4	29.8	8.5	44	12	4	27.3	9.1
207	25	3	7	12.0	28.0	27	3	10	11.1	37.0
208	413	56	64	13.6	15.5	392	54	70	13.8	17.9
209	485	65	204	13.4	42.1	508	67	253	13.2	49.8
Total 20	1,910	294	755	15.4	39.5	1,960	234	823	11.9	42.0
Total 21	366	60	132	16.4	36.1	379	91	164	24.0	43.3
514	90	12	27	13.3	30.0	70	8	26	11.4	37.1
515	--	--	--	--	--	3	1	3	33.3	100.0
519	2	--	1	--	50.0	2	--	1	--	50.0
Total 54	4	1	--	25.0	--	1	--	--	--	--
739 1/	39	2	20	5.1	51.3	39	2	20	5.1	51.3
Total REA (SIC 481 & 491)	377	10	39	2.7	10.3	463	13	44	2.8	9.5
Total	2,813	379	983	13.5	34.9	2,950	349	1,100	11.8	37.3

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-5 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	SALES WORKERS									
	1975 EE0-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	No.	Pct.	Percentage of Minorities and Females of Total	Total	Minority	Female	Percentage of Minorities and Females of Total
	No.	No.	No.	No.	Pct.	Minority : Female	No.	No.	No.	Minority : Female
Total 01	5	--	1	--	20.0	--	--	--	--	--
Total 02	3	1	1	4	33.3	33.3	1	1	25.0	25.0
Total 07	15	1	--	15	6.7	--	--	--	--	--
201	438	29	31	428	7.1	428	4	20	9	4.7
202	1,146	126	75	1,033	6.5	1,033	103	44	10.0	4.3
203	90	--	9	100	10.0	100	5	25	5.0	25.0
204	61	2	3	50	4.9	50	2	2	4.0	4.0
205	2,864	286	353	2,857	12.3	2,857	266	365	9.3	12.8
206	377	114	227	8	60.2	60.2	--	--	--	--
207	48	6	4	48	8.3	8.3	6	5	12.5	10.4
208	1,180	180	12	836	1.0	836	108	34	12.9	4.1
209	917	20	17	760	1.9	760	37	19	4.9	2.5
Total 20	7,121	763	731	6,120	10.3	6,120	531	514	8.7	8.4
Total 21	--	--	--	--	--	--	--	--	--	--
514	444	18	19	457	4.3	457	17	21	3.7	4.6
515	1	--	--	--	--	--	--	--	--	--
519	47	2	18	47	38.3	38.3	2	18	4.3	38.3
Total 54	2,207	125	977	1,732	44.3	1,732	94	988	5.4	57.0
739 1/	--	--	--	--	--	--	--	--	--	--
Total REA (SIC 481 & 491)	84	1	29	57	34.5	57	--	17	--	29.8
Total	9,927	911	1,776	8,432	17.9	8,432	646	1,559	7.7	18.5

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-6 — Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

OFFICE & CLERICAL											
SIC Codes	1975 EE0-1 Employment Data				1976 Employment Data at Time of Review				Percentage of Minorities		
	Total	Minority	Female	No.	Total	Minority	Female	No.	Minority	Female	and Females of Total
	No.	No.	No.	Pct.	No.	Pct.	No.	Pct.	Pct.	No.	Pct.
Total 01	43	--	41	95.4	54	95.4	47	87.0	--	47	87.0
Total 02	20	4	20	100.0	19	100.0	19	100.0	21.1	19	100.0
Total 07	296	30	281	94.9	296	94.9	281	94.9	10.1	281	94.9
201	714	174	489	68.5	736	68.5	575	78.1	6.7	575	78.1
202	862	132	598	69.4	1,011	69.4	633	62.6	16.7	633	62.6
203	1,055	141	927	88.1	1,104	88.1	941	85.2	14.2	941	85.2
204	851	138	750	88.1	851	88.1	751	88.3	14.1	751	88.3
205	770	102	653	84.8	781	84.8	652	83.5	14.7	652	83.5
206	163	5	139	85.3	156	85.3	132	84.6	5.8	132	84.6
207	176	14	154	87.5	158	87.5	141	89.2	9.5	141	89.2
208	1,564	226	1,089	69.6	1,629	69.6	1,119	68.7	15.3	1,119	68.7
209	1,625	193	1,454	89.5	1,535	89.5	1,417	92.3	14.3	1,417	92.3
Total 20	7,780	1,125	6,253	80.4	7,961	80.4	6,361	79.9	13.8	6,361	79.9
Total 21	594	135	438	73.7	657	73.7	491	74.7	22.4	491	74.7
514	927	103	739	79.7	903	79.7	758	83.9	10.4	758	83.9
515	3	--	3	100.0	5	100.0	5	100.0	--	5	100.0
519	122	8	116	95.1	122	95.1	116	95.1	6.6	116	95.1
Total 54	118	11	98	83.1	70	83.1	67	95.7	5.7	67	95.7
739 1/	29	--	27	93.1	29	93.1	27	93.1	--	27	93.1
Total REA (SIC 481 & 491)	1,770	74	1,572	88.8	1,793	88.8	1,595	89.0	6.3	1,595	89.0
Total	11,702	1,490	9,588	81.9	11,909	81.9	9,767	82.0	12.6	9,767	82.0

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-7 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	1975 EE0-1 Employment Data						WHITE COLLAR						1976 Employment Data at Time of Review					
	Total			Minority			Female			Percentage of Minorities : and Females of Total			Total			Minority		
	No.	No.	Pct.	No.	No.	Pct.	No.	No.	Pct.	No.	No.	Pct.	No.	No.	Pct.	No.	No.	Pct.
Total 01	152	2	1.3	60	159	39.5	74	1	.6									
Total 02	81	8	9.9	30	37.0	45.7	29	7	8.1									
Total 07	531	36	6.8	306	57.6	10.8	309	36	6.7									
201	2,566	410	16.0	740	28.8	11.2	770	161	5.8									
202	3,114	318	10.2	831	26.7	8.4	833	343	10.6									
203	3,055	300	9.8	1,270	41.6	13.5	1,402	333	10.2									
204	1,874	181	9.7	881	47.0	25.1	880	162	18.3									
205	5,161	510	9.9	1,169	22.7	4.3	1,165	504	9.7									
206	984	153	15.6	410	41.7	41.7	162	38	8.9									
207	436	41	9.4	180	41.3	9.4	172	39	9.4									
208	6,102	637	10.4	1,315	21.6	3.6	1,440	618	10.6									
209	5,291	433	8.2	1,898	35.9	35.9	1,910	488	9.8									
Total 20	28,583	2,983	10.4	8,694	30.4	10.4	8,734	2,686	9.6									
Total 21	2,323	314	13.5	722	31.1	13.5	862	429	16.4									
514	1,947	148	7.6	831	42.7	42.7	872	139	6.8									
515	17	--	--	3	17.7	17.7	8	1	3.5									
519	202	11	5.5	142	70.3	70.3	142	11	5.5									
Total 54	2,946	161	5.5	1,159	39.3	39.3	1,073	114	5.5									
739 1/	152	2	1.3	58	38.2	38.2	58	2	1.3									
Total REA	3,102	93	3.0	1,731	55.8	55.8	1,779	136	4.1									
(SIC 481 & 491)																		
Total	40,036	3,758	9.4	13,736	34.3	34.3	13,940	3,562	9.1									

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-8 —Composition and Comparison of Labor Force at
Contractor's Facilities for Supply and REA Onsite Compliance
Reviews Conducted During Calendar Year 1976

SIC Codes	CRAFTSMEN (SKILLED)									
	1975 EE0-1 Employment Data					1976 Employment Data at Time of Review				
	No.	Minority	Female	Percentage of Minorities : and Females of Total :		No.	Minority	Female	Percentage of Minorities : and Females of Total :	
	No.	No.	No.	Pct.	Pct.	No.	No.	No.	Pct.	Pct.
Total 01	127	7	26	5.5	20.5	93	7	5	7.5	5.4
Total 02	27	14	9	51.9	33.3	26	12	9	46.2	34.6
Total 07	13	2	3	15.4	23.1	24	3	3	12.5	12.5
201	1,328	560	61	42.2	4.6	1,460	568	50	38.9	3.4
202	602	68	6	11.3	1.0	631	84	14	13.3	2.2
203	1,442	297	144	20.6	10.0	1,428	274	137	19.2	9.6
204	225	42	4	18.7	1.8	250	45	1	18.0	.4
205	1,366	267	53	19.6	3.9	1,448	269	91	18.6	6.3
206	194	67	7	34.5	3.6	182	58	2	31.9	1.1
207	238	59	15	24.8	6.3	199	38	14	19.1	7.0
208	2,697	190	2	7.0	.1	2,255	218	8	9.7	.4
209	1,237	240	102	19.4	8.3	1,011	242	110	23.9	10.9
Total 20	9,329	1,790	394	19.2	4.2	8,864	1,796	427	20.3	4.8
Total 21	916	91	12	9.9	1.3	1,053	124	12	11.8	1.1
514	238	61	2	25.6	.8	288	69	13	24.0	4.5
515	6	4	--	66.7	--	3	--	--	--	--
519	11	1	5	9.1	45.5	11	1	5	9.1	45.5
Total 54	21	1	--	4.8	--	692	11	53	1.6	7.7
739 1/	2	--	--	--	--	2	--	--	--	--
Total REA	2,080	72	6	3.5	.3	2,121	110	9	5.2	.4
(SIC 481 & 491)										
Total	12,770	2,043	457	16.0	3.6	13,177	2,133	536	16.2	4.1

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-9 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	OPERATIVES (SEMI-SKILLED)											
	1975 EEO-1 Employment Data						1976 Employment Data at Time of Review					
	Total	Minority	Female	Percentage of Minorities and Females of Total	Minority	Female	Total	Minority	Female	Percentage of Minorities and Females of Total	Minority	Female
	No.	No.	No.	Pct.	No.	No.	No.	No.	No.	Pct.	Pct.	Pct.
Total 01	237	9	109	3.8	46.0	280	9	69	3.2	24.6		
Total 02	35	19	14	54.3	40.0	46	30	22	65.2	47.8		
Total 07	8	3	--	37.5	--	25	4	1	16.0	4.0		
201	4,597	1,625	1,312	35.4	28.5	4,386	1,518	1,215	34.6	27.7		
202	1,697	310	116	18.3	6.8	1,548	271	130	17.5	8.4		
203	3,065	1,063	855	34.7	27.9	3,366	1,106	870	32.9	25.9		
204	623	246	51	39.5	8.2	650	295	69	45.4	10.6		
205	2,370	639	679	27.0	28.7	2,224	586	470	26.4	21.1		
206	392	256	33	65.3	8.4	374	247	18	66.0	4.8		
207	585	170	267	29.1	45.6	565	163	253	28.9	44.8		
208	4,450	686	42	15.4	.9	4,520	670	71	14.8	1.6		
209	1,600	687	489	42.9	30.6	1,841	716	672	38.9	36.5		
Total 20	19,379	5,682	3,844	29.3	19.8	19,474	5,572	3,768	28.6	19.4		
Total 21	3,426	1,207	1,824	35.2	53.2	3,799	1,688	1,922	44.4	50.6		
514	623	144	43	23.1	6.9	708	126	24	17.8	3.4		
515	31	29	--	93.6	--	22	15	--	68.2	--		
519	40	3	6	7.5	15.0	40	3	6	7.5	15.0		
Total 54	56	2	1	3.6	1.8	88	2	26	2.3	29.6		
739 1/	36	1	5	2.8	13.9	36	1	5	2.8	13.9		
Total REA (SIC 481 & 491)	998	137	11	13.7	1.1	1,169	134	14	11.5	1.2		
Total	24,869	7,236	5,857	29.1	23.6	25,687	7,584	5,857	29.5	22.8		

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EEO-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-10 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	LABORERS (UNSKILLED)									
	1975 EE0-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	Percentage of Minorities: and Females of Total		Total	Minority	Female	Percentage of Minorities: and Females of Total	
	No.	No.	No.	Pct.	Pct.	No.	No.	No.	Pct.	Pct.
Total 01	918	121	557	13.2	60.7	871	125	580	14.4	66.6
Total 02	108	46	44	42.6	40.7	91	36	36	39.6	39.6
Total 07	225	49	144	21.8	64.0	137	44	88	32.1	64.2
201	4,638	1,800	2,120	38.8	45.7	5,154	2,369	2,386	46.0	46.3
202	1,701	791	809	46.5	47.6	1,496	406	702	27.1	46.9
203	6,246	3,226	4,145	51.7	66.4	5,982	2,805	3,926	46.9	65.6
204	757	442	182	58.4	24.0	577	341	188	59.1	32.6
205	2,085	690	1,054	33.1	50.6	2,301	779	1,239	33.9	53.9
206	233	92	122	39.5	52.4	278	114	156	41.0	56.1
207	304	165	76	54.3	25.0	354	197	97	55.7	27.4
208	2,347	660	223	28.1	9.5	2,636	623	255	23.6	9.7
209	3,081	1,832	1,823	59.2	59.2	2,671	1,701	1,487	63.7	55.7
Total 20	21,392	9,698	10,554	45.3	49.3	21,449	9,335	10,436	43.5	48.7
Total 21	2,718	1,706	1,051	62.8	38.7	2,464	1,295	867	52.6	35.2
514	602	123	91	20.4	15.1	585	164	129	28.0	22.1
515	25	24	25	96.0	100.0	84	80	51	95.2	60.7
519	78	12	62	15.4	79.5	78	11	63	14.1	80.8
Total 54	83	30	24	36.1	28.9	87	30	25	34.5	28.7
739 1/	2	--	1	--	50.0	2	--	1	--	50.0
Total REA	400	109	--	27.3	--	331	84	--	25.4	--
(SIC 481 & 491)										
Total	26,551	11,918	12,553	44.9	47.3	26,179	11,204	12,276	42.8	46.9

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-11 —Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	SERVICE WORKERS									
	1975 EE0-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	Percentage of Minorities : and Females of Total		Total	Minority	Female	Percentage of Minorities : and Females of Total	
	No.	No.	No.	Pct.	Pct.	No.	No.	No.	Pct.	Pct.
Total 01	6	--	3	--	50.0	16	--	3	--	18.8
Total 02	--	--	--	--	--	--	--	--	--	--
Total 07	--	--	--	--	--	1	1	1	100.0	100.0
201	272	97	26	35.7	9.6	288	117	32	40.6	11.1
202	234	71	39	30.3	16.7	257	70	46	27.2	17.9
203	241	73	81	30.3	33.6	296	99	100	33.5	33.8
204	37	11	16	29.7	43.2	51	16	15	31.4	29.4
205	485	233	118	48.0	24.3	472	217	130	46.0	27.5
206	499	103	272	20.6	54.5	32	7	2	21.9	6.3
207	21	9	3	42.9	14.3	19	5	3	26.3	15.8
208	345	90	86	26.1	24.9	477	111	160	23.3	33.5
209	519	162	341	31.2	65.7	180	111	60	61.7	33.3
Total 20	2,653	849	982	32.0	37.0	2,072	753	548	36.3	26.5
Total 21	271	178	22	65.7	8.1	299	181	32	60.5	10.7
514	22	6	2	27.3	9.1	43	10	10	23.3	23.3
515	--	--	--	--	--	2	2	--	100.0	--
519	--	--	--	--	--	--	--	--	--	--
Total 54	13	5	2	38.5	15.4	21	12	2	57.1	9.5
739 1/	9	--	2	--	22.2	9	--	2	--	22.2
Total REA (SIC 481 & 491)	160	60	40	37.5	25.0	153	54	28	35.3	18.3
Total	3,134	1,098	1,053	35.0	33.6	2,616	1,013	626	38.7	23.9

I/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EE0-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

Table 3-12 -Composition and Comparison of Labor Force at Contractor's Facilities for Supply and REA Onsite Compliance Reviews Conducted During Calendar Year 1976

SIC Codes	BLUE COLLAR									
	1975 EEO-1 Employment Data					1976 Employment Data at Time of Review				
	Total	Minority	Female	Percentage of Minorities : and Females of Total		Total	Minority	Female	Percentage of Minorities : and Females of Total	
	No.	No.	No.	Pct.	Pct.	No.	No.	No.	Pct.	Pct.
Total 01	1,288	137	695	10.6	54.0	1,260	141	657	11.2	52.1
Total 02	170	79	67	46.5	39.4	163	78	67	47.9	41.1
Total 07	246	54	147	22.0	59.8	187	52	93	27.8	49.7
201	10,835	4,082	3,519	37.7	32.5	11,288	4,572	3,683	40.5	32.6
202	4,234	1,240	970	29.3	22.9	3,932	831	892	21.1	22.7
203	10,994	4,659	5,225	42.4	47.5	11,072	4,284	5,033	38.7	45.5
204	1,642	741	253	45.1	15.4	1,528	697	273	45.6	17.9
205	6,306	1,829	1,904	29.0	30.2	6,445	1,851	1,930	28.7	30.0
206	1,318	518	434	39.3	32.9	866	426	178	49.2	20.6
207	1,148	403	361	35.1	31.5	1,137	403	367	35.4	32.3
208	9,839	1,626	353	16.5	3.6	9,888	1,622	494	16.4	5.0
209	6,437	2,921	2,755	45.4	42.8	5,703	2,770	2,329	48.6	40.8
Total 20	52,753	18,019	15,774	34.2	29.9	51,859	17,456	15,179	33.7	29.3
Total 21	7,331	3,182	2,909	43.4	39.7	7,615	3,288	2,833	43.2	37.2
514	1,485	334	138	22.5	9.3	1,624	369	176	22.7	10.8
515	62	57	25	91.9	40.3	111	97	51	87.4	46.0
519	129	16	73	12.4	56.6	129	15	74	11.6	57.4
Total 54	173	38	27	22.0	15.6	888	55	106	6.2	11.9
739 1/	49	1	8	2.0	16.3	49	1	8	2.0	16.3
Total REA (SIC 481 & 491)	3,638	378	57	10.4	1.6	3,774	382	51	10.1	1.4
Total	67,324	22,295	19,920	33.1	29.6	67,659	21,934	19,295	32.4	28.5

1/ Not within Agriculture universe. Special assignment.

Source: Compiled from contractor EEO-1 (Standard Form 100, Equal Employment Opportunity-Employer Information Report) 1975 forms and 1976 employment data at time of review.

PERCENTAGE, BY JOB CATEGORY, OF EMPLOYEES IN 1975 AND 1976

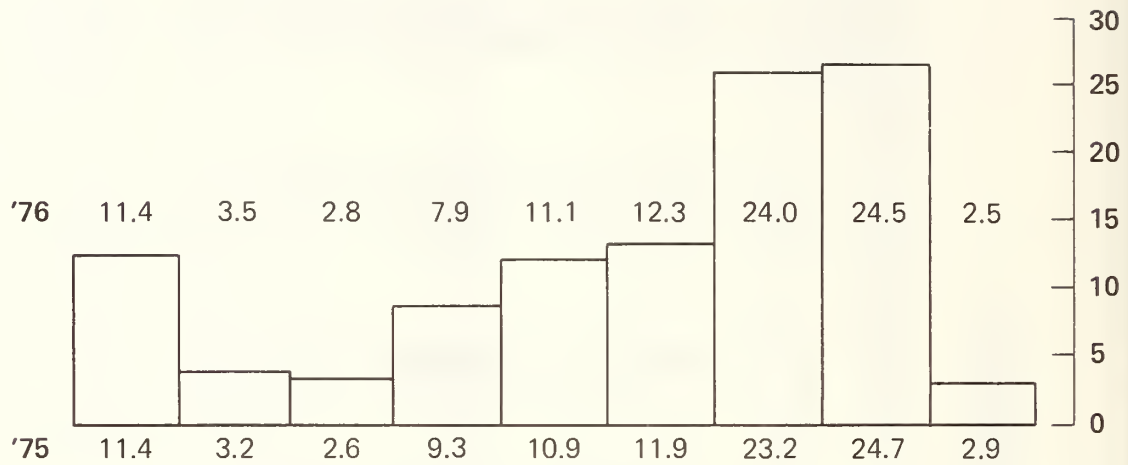
Working in Facilities of Supply and REA Contractors (EEO-1 Data)

WHITE COLLAR	BLUE COLLAR
--------------	-------------

100% =
106,959

TOTAL

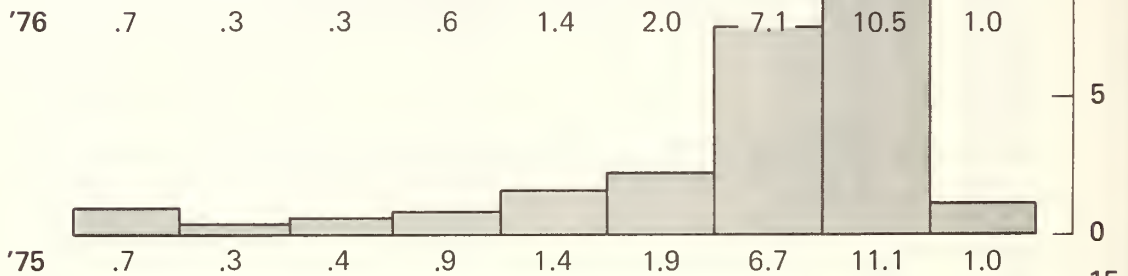
100% =
107,360



23.8%

MINORITY

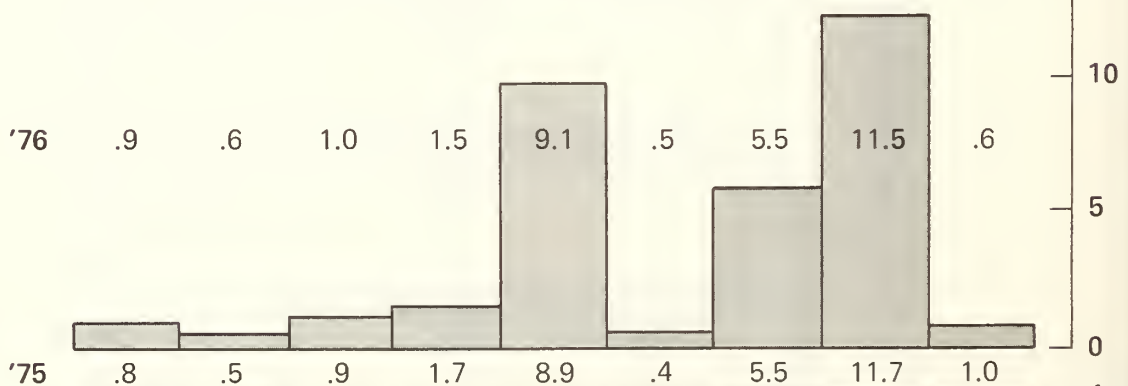
24.3%



31.1%

WOMEN

31.4%



Officials and
Managers

Professionals

Technicians

Sales
Workers

Office and
Clerical

Craftmen
(Skilled)

Operatives
(Semi-Skilled)

Laborers
(Unskilled)

Service
Workers

Thousand Employees

FIGURE 3-1

PERCENTAGE, BY S.I.C. CODES, OF EMPLOYEES IN 1975 AND 1976

As Part of Total Work Force in Facilities of Supply and REA Contractors

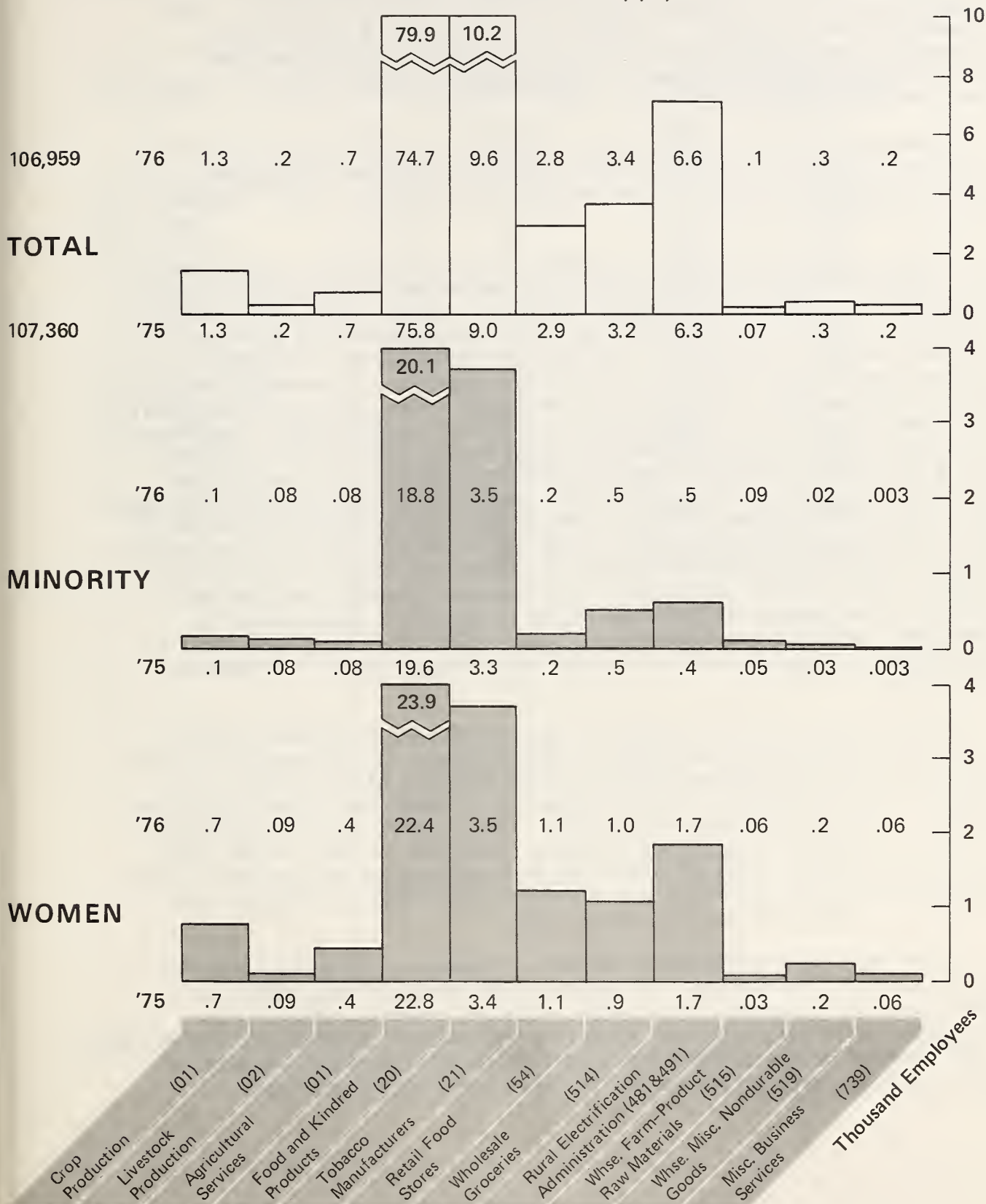


FIGURE 3-2

1976 REVIEW ACTIVITIES

During 1976, 513 onsite, audit and desk compliance reviews were conducted in all the Standard Industrial Classifications (SIC's). This figure includes 426 supply, 84 Rural Electrification Administration borrowers, and 3 construction reviews. A total of 141,426 employees were affected by these reviews, including 32,982 minority group employees and 42,416 females.

The majority of 1976 reviews were in SIC 20 (food and kindred products), containing 85.7% of the total supply facilities selected for review. Reviews were made in each of the industries represented in the food and kindred products group.

Fifty-six pre-award reviews were made at facilities bidding for government contracts of \$1 million or more; 14 reviews were conducted in response to official complaints; 181 onsite initial, 4 initial audit, 132 onsite follow-up, 2 desk follow-up, and 124 audit follow-up reviews were conducted. For each review, a facility is required to have a written affirmative action program that analyzes the facility's work force, determines areas of underutilization of minority and female employees, and establishes goals and timetables (hires and promotions) to correct deficiencies. Excluded from these requirements are companies that employ fewer than 50 persons and those having no single contract exceeding \$50,000. Contractors who were required but failed to provide an acceptable affirmative action program were issued "Show Cause" notices. Thirty-two such notices were issued in 1976. During the 30-day period allowed for mediation, conciliation, and other compliance-oriented activities following issuance of "show cause" notice, each of these contractors were persuaded through conciliation to develop an acceptable affirmative action program that placed them in compliance with the requirements of Title 41 CFR, Part 60-2, and their contractual obligations with the equal opportunity clause in government contracts.

During 1976, as a direct result of the onsite, audit and desk review activities, contractors established 12-month goals and timetables in their affirmative action programs that projected minority hires of 4,011, an average of 7.9 new hires at each of the 510 reviewed facilities projecting goals. Of the projected minority hires, 678 or 16.9% were in the white collar group with a greater number being projected for hire in the sales, office and clerical, and officials and managers categories. Minority hire projections into blue collar jobs were also significant, totaling 3,333. Projected minority promotions totaled 404.

Female hires were projected at 6,304, an average of 12.4 new hires for each of the 510 facilities. Of the projected female hires, 1,661, or 26.3% were in the white collar group, with the greatest number in the office and clerical, sales and officials and managers categories. An estimated 4,643 females were projected for hire into blue collar jobs. A total of 924 promotions were projected for the year among female employees.

The projected female and minority goals identified by contractors are charted below by job and SIC categories:

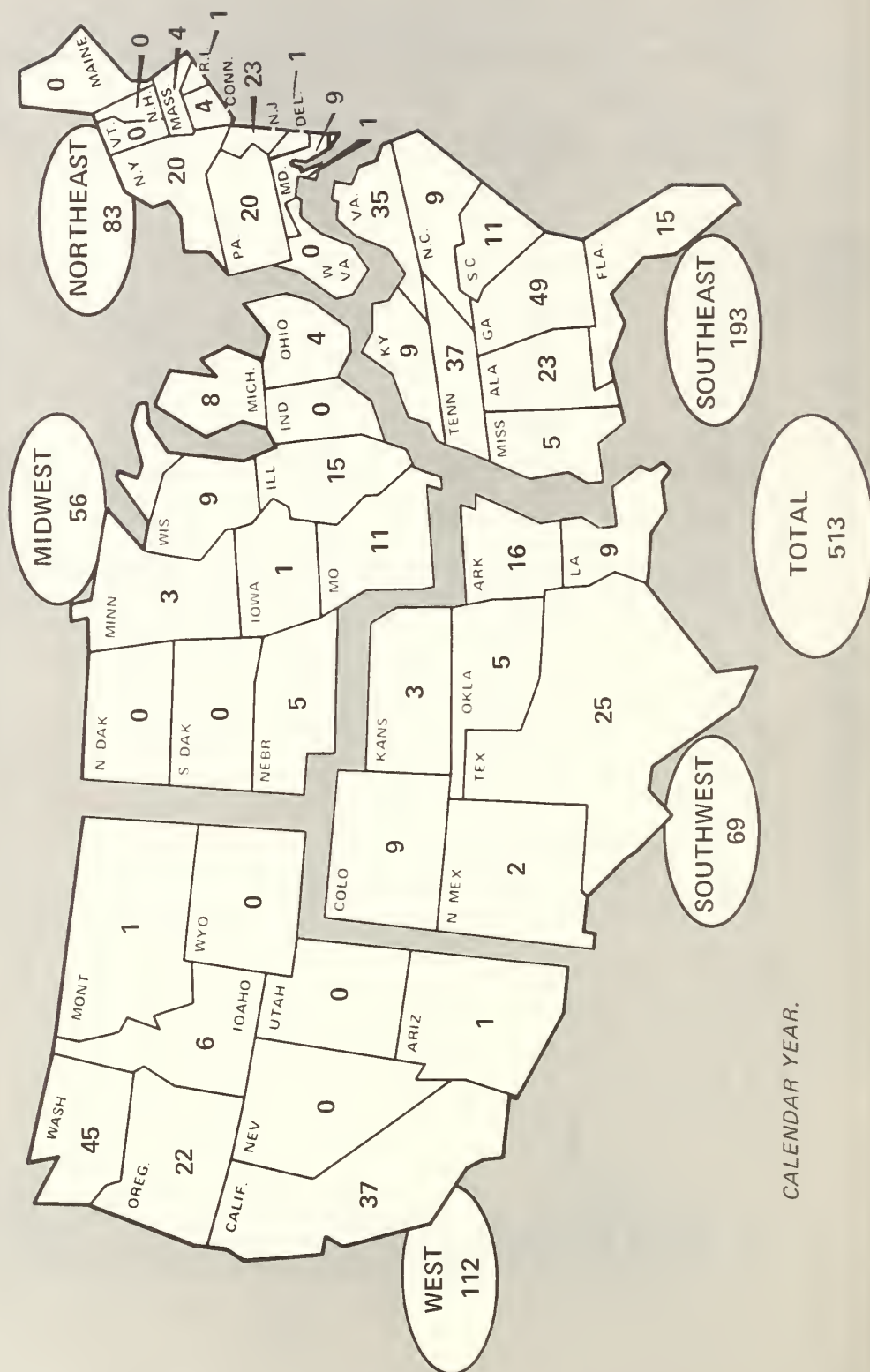
Job Category	Minorities		Females	
	Hires	Promotions	Hires	Promotions
	No.	No.	No.	No.
Officials & Managers	108	76	147	127
Professionals	60	8	135	37
Technicians	56	17	98	26
Sales Workers	293	12	285	19
Office & Clerical	161	14	996	146
Total White Collar	678	127	1,661	355
Craftsmen (Skilled)	194	84	246	96
Operatives (Semi-Skilled)	546	146	696	369
Laborers (Unskilled)	2,441	38	3,435	75
Service Workers	152	9	266	29
Total Blue Collar	3,333	277	4,643	569
Total	4,011	404	6,304	924

Affirmative Action Program goals as projected for a 12-month period from contractors reviewed during 1976 by SIC codes.

SIC Codes	:Number : : of : :Reviews :		Minorities Hires Promotions		Females Hires Promotions	
	No.	No.	No.	No.	No.	No.
Total 01	: 5	5	--	79	13	
Total 02	: 5	7	1	108	1	
Total 07	: 2	5	4	51	18	
201	: 54	925	63	982	182	
202	: 55	211	25	482	64	
203	: 60	903	56	2,167	124	
204	: 25	291	31	314	67	
205	: 50	211	54	269	78	
206	: 11	39	11	142	10	
207	: 6	52	10	38	1	
208	: 48	322	15	351	40	
209	: 56	505	51	686	143	
Total 20	: 365	3,459	316	5,431	709	
Total 21	: 6	193	6	256	10	
514	: 28	37	12	99	43	
515	: 1	26	--	26	--	
519	: 5	13	1	25	3	
Total 54	: 8	147	27	109	25	
739	: 1	--	--	--	--	
Total REA 481 & 491	: 84	119	37	120	102	
Total	: 510	4,011	404	6,304	924	

1976's ONSITE, AUDIT AND DESK COMPLIANCE REVIEWS CONDUCTED AT SUPPLY CONTRACTOR'S FACILITIES

(Assigned to the USDA for Compliance Responsibility)



CALENDAR YEAR.

FIGURE 3-3

Table 3-14 —Composition of Labor Force and Onsite, Audit, and Desk Compliance Reviews Conducted at Contractor's Facilities Assigned to USDA for Compliance Responsibility by Type of Review Within SIC Codes During 1976

SIC Codes	Industry	Onsite Reviews - 1976				: Total : Desk:				Audit :				:Employment Data			
		Initial:FoUp:PreAward:Complaint:Reviews:FoUp:Initial															

1/ Not within Agriculture universe. Special assignment.

2/ Not available

THE AUDIT REVIEW

The audit review team developed during 1975 continued to function through 1976 with greater expertise and skill. 1976 figures reveal an increasing volume of workload and acceptable Affirmative Action Plans reviewed through telephone and letter conciliation.

A random survey sampling of facilities reviewed during fiscal years 1974-75 was developed and contractors were required to submit updated Affirmative Action Plans for evaluation.

Offsite reviews of plans requested in the survey were evaluated according to Executive Order 11246, as amended, and Office of Federal Contract Compliance US Department of Labor Regulations 41 CFR, Parts 60-1 and 60-2.

A total of 154 Affirmative Action Plans and 127 addenda thereto were evaluated during calendar year 1976 by the team. One hundred and twenty-eight of the plans evaluated were approved through telephone and letter conciliation. The remaining portion (26) were referred to other contract compliance review teams for onsite reviews.

The 128 acceptable plans contained projected goals to hire and promote minorities and females during a 12-month period. The following chart reflects these goals and number of reviews by SIC code. The projected goals for minorities and females are listed separately.

Affirmative Action Program Goals as Projected for a 12-Month
Period from Audit Reviews Conducted During Calendar Year 1976 by
SIC Codes

SIC Codes	:	Number of Reviews	:	Minority Hires	Promotions	:	Female Hires	Promotions
	:	No.	:	No.	No.	:	No.	No.
Total 01	:	1	:	--	--	:	2	--
Total 02	:	2	:	6	--	:	104	--
201	:	12	:	101	11	:	367	2
202	:	14	:	70	4	:	248	5
203	:	13	:	66	9	:	179	11
204	:	8	:	67	6	:	56	3
205	:	16	:	70	21	:	121	11
206	:	6	:	21	6	:	72	2
208	:	16	:	132	4	:	108	19
209	:	22	:	154	5	:	188	7
Total 20	:	107	:	681	66	:	1,339	60
Total 21	:	1	:	7	--	:	7	--
514	:	5	:	8	1	:	15	1
519	:	1	:	--	--	:	--	--
Total 54	:	3	:	100	19	:	90	20
Total Supply:	:	120	:	802	86	:	1,557	81
481 & 491	:	8	:	4	15	:	15	40
Total	:	128	:	806	101	:	1,572	121

In addition, the goals were charted to reveal the actual job categories in which contractors projected hires and promotions for minorities and females.

Contractors projected an average of 6.3 minority hires and .8 promotions per facility. An average of 12.3 female hires and .9 promotions were projected per facility for these same reviews.

Audit Review Projected Goals Covering a 12-Month Period for
Affirmative Action Programs Reviewed During Calendar Year 1976
by Job Category

Job Category	Minority		Female	
	Hires	Promotions	Hires	Promotions
	No.	No.	No.	No.
Officials & Managers	38	29	41	30
Professionals	17	1	43	1
Technicians	15	1	25	--
Sales Workers	144	2	146	1
Office & Clerical	44	--	263	34
Total White Collar	258	33	518	66
Craftsmen(Skilled)	49	21	64	13
Operatives(Semi-Skil)	109	27	201	35
Laborers(Unskilled)	346	20	751	7
Service Workers	44	--	38	--
Total Blue Collar	548	68	1,054	55
Total	806	101	1,572	121

The total employment of the 128 contractors brought into voluntary compliance through audit review numbered 34,164 including 7,447 minorities and 9,150 females.

The employment picture below reflects this employment by SIC Code.

SIC Code	Total	Minority	Female
	No.	No.	No.
Total 01	95	12	37
Total 02	430	55	205
201	6,755	599	1,394
202	2,623	433	617
203	3,184	786	1,325
204	1,708	414	463
205	4,958	1,403	1,303
206	1,927	383	496
208	3,560	715	694
209	4,878	2,044	1,339
Total 20	29,593	6,777	7,631
Total 21	841	110	406
514	387	37	52
519	1/	1/	1/
Total 54	2,106	382	652
Total Supply	33,452	7,373	8,983
481 & 491	712	74	167
Total	34,164	7,447	9,150

1/ Statistical data not available.

Audit review activity will continue to share an important part in the functions of the Contract Compliance Division since it reduces the number of onsite followup reviews that might otherwise be necessary. This is a key factor in light of ever increasing budgetary and resource constraints.

RURAL ELECTRIFICATION ADMINISTRATION (REA) BORROWERS

The total number of REA borrowers is 1,879. Of this total, 383 employ more than 50 workers. These facilities have been selected by the Contract Compliance Division, Office of Equal Opportunity for review. Table 3-15 reflects the number of employees by job category at REA electric and telephone borrowers (50 or more employees) by state and region. This data was extracted from 1974 REA Forms 15.

Electric and Telephone Borrowers Distribution of Employees Within the 383 Facilities Selected for Assignment Coverage

	: Total	: Minority	: Percent	: Female	: Percent
	: No.	: No.		: No.	
White Collar	: 22,194	: 1,280	: 5.8	: 12,294	: 55.4
Blue Collar	: 23,463	: 2,075	: 8.9	: 913	: 3.9
Total	: 45,657	: 3,355	: 7.4	: 13,207	: 28.9

Region	: Total	: Minority	: Percent	: Female	: Percent
	: Employment	: No.		: No.	
Northeast	: 1,962	: 54	: 2.8	: 523	: 26.7
Southeast	: 20,835	: 1,966	: 9.4	: 6,503	: 31.2
Midwest	: 9,237	: 69	: .8	: 2,128	: 23.0
Southwest	: 7,565	: 700	: 9.3	: 2,029	: 26.8
West	: 6,058	: 566	: 9.4	: 2,024	: 33.4
Total	: 45,657	: 3,355	: 7.4	: 13,207	: 28.9

Latest Statistics Available.

RURAL ELECTRIFICATION ADMINISTRATION (REA) BORROWERS

Employment by White Collar and Blue Collar Workers (Latest Statistics Available)

Region	Total : : Employees	Minority : : No.	White Collar : : Percent	Female : : No.	Percent : : 52.4	Total : : Employees	Minority : : Percent	Blue Collar : : Percent	Female : : No.	Percent : : 2.7
Northeast	947	19	2.0	496	52.4	1,015	35	3.5	27	2.7
Southeast	10,583	690	6.5	6,152	58.1	10,252	1,276	12.5	351	3.4
Midwest	4,030	32	.8	1,787	44.4	5,207	37	.7	341	6.6
Southwest	3,380	195	5.8	1,878	55.6	4,185	505	12.1	151	3.6
West	3,254	344	10.6	1,981	60.9	2,804	222	7.9	43	1.5
Total	22,194	1,280	5.8	12,294	55.4	23,463	2,075	8.9	913	3.9

Employment by Job Category

Job Category	Total : : Employees	Minority : : No.	Percent : : 1.4	Female : : No.	Percent : : 13.1
Officials & Managers	4,814	68	1.4	631	13.1
Professionals	1,955	58	3.0	252	12.9
Technicians	2,771	87	3.1	403	14.6
Sales Workers	647	22	3.4	307	47.5
Office & Clerical	12,007	1,045	8.7	10,701	89.1
Total White Collar	22,194	1,280	5.8	12,294	55.4
Craftsmen(Skilled)	14,814	712	4.8	202	1.4
Operatives(Semi-Skil)	5,398	486	9.0	414	7.7
Laborers(Unskilled)	2,262	555	24.5	13	.6
Service Workers	989	322	32.6	284	28.7
Total Blue Collar	23,463	2,075	8.9	913	3.9

Table 3-15 —Number of Employees by Job Category Employed at REA Electric and Telephone Borrowers (50 or More Employees)
by State and Region, 1974

State and Region	Number of Facilities		Officials and Managers		Professionals		Technicians		Sales Workers		Office and Clerical		White Collar	
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
Northeast														
Connecticut	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Delaware	1	9	--	1	--	1	13	--	3	--	30	2	--	32
Dist. of Col.	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Maine	1	6	--	2	5	--	17	--	3	--	22	--	--	--
Maryland	2	45	--	3	10	--	25	--	2	--	117	14	95	107
Massachusetts	--	--	--	--	--	--	--	--	--	--	--	--	--	--
New Hampshire	1	28	--	1	6	--	10	--	2	--	36	--	31	35
New Jersey	1	17	--	5	--	--	5	--	4	--	37	--	36	45
New York	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Pennsylvania	12	81	--	5	43	--	70	--	47	1	143	--	131	183
Rhode Island	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Vermont	1	4	--	--	1	--	6	--	1	--	32	--	32	--
West Virginia	1	18	--	--	5	--	4	--	9	1	28	--	25	34
Total	20	208	--	17	73	--	150	1	71	2	445	16	400	496
Southeast														
Alabama	18	178	--	18	40	--	72	--	30	--	384	24	349	406
Florida	14	178	3	18	67	--	190	3	38	3	616	39	550	610
Georgia	26	251	1	28	63	--	143	1	56	1	602	46	548	656
Kentucky	22	920	24	228	559	20	372	28	123	6	2,408	368	2,143	2,692
Mississippi	18	162	--	8	39	--	100	--	9	2	346	16	299	332
North Carolina	18	152	1	24	34	--	107	4	25	--	380	33	362	411
South Carolina	16	111	1	15	23	1	70	--	17	--	294	26	272	301
Tennessee	24	209	--	14	75	--	130	1	51	3	491	16	432	492
Virginia	11	102	--	11	22	--	88	7	14	--	242	12	220	252
Total	167	2,263	30	364	922	21	1,272	44	363	15	5,763	580	5,175	6,152

Table 3-15 (Continued)—Number of Employees by Job Category Employed at REA Electric and Telephone Borrowers (50 or More Employees) by State and Region, 1974

State and Region	Number of Facilities:			Officials and Managers:			Professionals:			Technicians:			Sales Workers:			Office and Clerical:			White Collar:																					
	Total:MIN:Female:			Total:MIN:Female:			Total:MIN:Female:			Total:MIN:Female:			Total:MIN:Female:			Total:MIN:Female:			Total:MIN:Female:																					
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.																				
Midwest	12	84	--	6	22	--	1	54	--	4	10	--	3	211	4	182	381	4	196																					
	7	43	--	1	14	1	2	40	--	6	4	--	1	82	--	75	183	1	85																					
	5	88	--	11	27	--	--	45	1	5	6	--	1	109	1	97	275	2	114																					
	6	57	--	7	8	--	--	32	--	2	3	--	--	76	2	61	176	2	70																					
	10	173	1	24	74	1	2	89	1	5	11	--	3	329	1	283	676	4	317																					
	22	278	7	28	107	2	4	120	--	7	16	--	2	527	6	474	1,048	15	515																					
	7	52	--	--	26	--	--	28	--	1	9	--	3	90	--	85	205	--	89																					
	6	90	1	1	83	--	17	110	--	4	5	--	--	101	2	87	389	3	109																					
	3	27	--	2	3	--	--	14	--	3	15	--	4	58	--	51	117	--	60																					
	2	20	--	--	14	--	--	16	--	2	4	--	1	24	--	21	78	--	24																					
Wisconsin	7	138	--	10	43	--	4	98	--	3	33	--	28	190	1	163	502	1	208																					
Total	87	1,050	9	90	421	4	30	646	2	42	116	--	46	1,797	17	1,579	4,030	32	1,787																					
Southwest	15	188	5	40	39	1	3	40	--	2	12	--	3	450	16	413	729	22	461																					
	9	95	--	1	48	4	4	58	4	7	6	--	1	177	7	151	384	15	164																					
	3	44	--	2	17	--	1	10	--	--	2	--	--	77	4	74	150	4	77																					
	13	99	--	7	17	1	1	43	--	2	13	--	3	263	12	222	435	13	235																					
	5	26	2	1	12	1	3	25	9	4	1	--	--	59	22	49	123	34	57																					
	New Mexico	14	124	2	6	28	1	5	73	5	9	19	1	1	305	22	268	549	31	289																				
	Oklahoma	22	154	3	11	62	4	4	143	4	17	23	--	2	628	65	561	1,010	76	595																				
	Texas	81	730	12	68	223	12	21	392	22	41	76	1	10	1,959	148	1,738	3,380	195	1,878																				
	Total																																							
	West	5	71	3	6	18	1	4	52	--	10	13	4	10	110	17	107	264	25	137																				
Arizona		6	56	1	8	27	2	1	38	2	1	--	--	205	48	192	326	53	202																					
California		1	157	7	58	147	16	17	41	10	17	--	--	1,178	200	1,042	1,523	233	1,134																					
Hawaii		--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--																					
Idaho		1	6	--	3	3	--	--	1	1	--	--	--	35	--	35	45	1	38																					
Montana		2	19	--	--	1	--	--	20	--	--	2	--	19	--	14	61	--	15																					
Nevada		2	153	6	4	55	2	5	97	4	6	--	--	159	10	131	464	22	146																					
Oregon		4	30	--	5	8	--	--	32	1	3	2	--	65	1	55	137	2	63																					
Utah		2	19	--	4	4	--	--	8	--	--	--	--	82	2	79	113	2	83																					
Washington		3	37	--	4	47	--	2	18	--	1	2	--	--	168	6	133	272	6	140																				
Wyoming	2	15	--	--	6	--	--	4	--	1	2	--	1	22	--	21	49	--	23																					
Total	28	563	17	92	316	21	29	311	18	39	21	4	12	2,043	284	1,809	3,254	344	1,981																					
Total All Regions:																					383	4,814	68	631	1,955	58	252	2,771	87	403	647	22	307	12,007	1,045	10,701	22,194	1,280	12,294	

Table 3-15 (Continued) — Number of Employees by Job Category Employed at REA Electric and Telephone Borrowers
During 1974 (50 or more employees) by State and Region

State and Region	Craftsmen (Skilled)			Operatives(Semi-Skill)			Laborers(Unskill)			Service Workers			Blue Collar			Total (All Emp.)		
	No.	MIN	Female	Total	MIN	Female	Total	MIN	Female	Total	MIN	Female	Total	MIN	Female	Total	MIN	Female
Northeast																		
Connecticut:	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Delaware :	30	4	--	9	--	1	5	--	--	--	--	44	5	--	1	102	8	33
Dist. of Col.:	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Maine :	16	--	1	3	--	--	--	--	2	--	--	21	--	--	3	74	--	31
Maryland :	139	7	--	70	10	2	22	8	8	2	1	239	27	3	3	438	41	110
Mass. :	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
New Hamp. :	60	--	--	34	--	1	4	--	1	--	--	99	--	--	1	181	--	36
New Jersey :	33	--	--	1	--	--	--	--	2	--	--	36	--	--	--	99	--	45
New York :	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Penn. :	323	1	2	96	--	--	43	--	22	1	5	484	2	--	7	868	3	190
Rhode Isl. :	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Vermont :	24	--	--	8	--	--	1	--	2	--	--	35	--	--	--	79	--	32
West Vir. :	44	1	--	--	--	--	--	--	13	--	12	57	1	12	12	121	2	46
Total	669	13	3	221	10	4	75	9	50	3	20	1,015	35	27	1,962	54	523	
Southeast																		
Alabama :	476	31	4	199	27	5	76	32	30	19	11	781	109	20	1,485	133	426	
Florida :	605	52	9	251	30	5	136	22	28	14	6	1,020	118	22	2,109	166	632	
Georgia :	678	46	1	348	52	3	141	56	56	43	19	1,223	197	23	2,338	246	679	
Kentucky :	2,196	97	115	311	16	14	147	8	162	54	59	2,816	175	188	7,198	621	2,880	
Miss. :	490	33	2	352	65	2	230	149	41	33	16	1,113	280	20	1,769	298	352	
N. Carolina:	445	18	2	171	23	6	121	22	35	21	12	772	84	21	1,470	122	432	
S. Carolina:	409	55	5	183	36	1	113	72	27	25	14	732	188	20	1,247	216	321	
Tennessee :	674	9	10	301	14	1	173	6	74	32	18	1,222	61	29	2,178	81	521	
Virginia :	332	19	3	143	13	1	74	18	24	14	4	573	64	8	1,041	83	260	
Total	6,305	360	151	2,259	276	38	1,211	385	477	255	159	10,252	1,276	351	20,835	1,966	6,503	

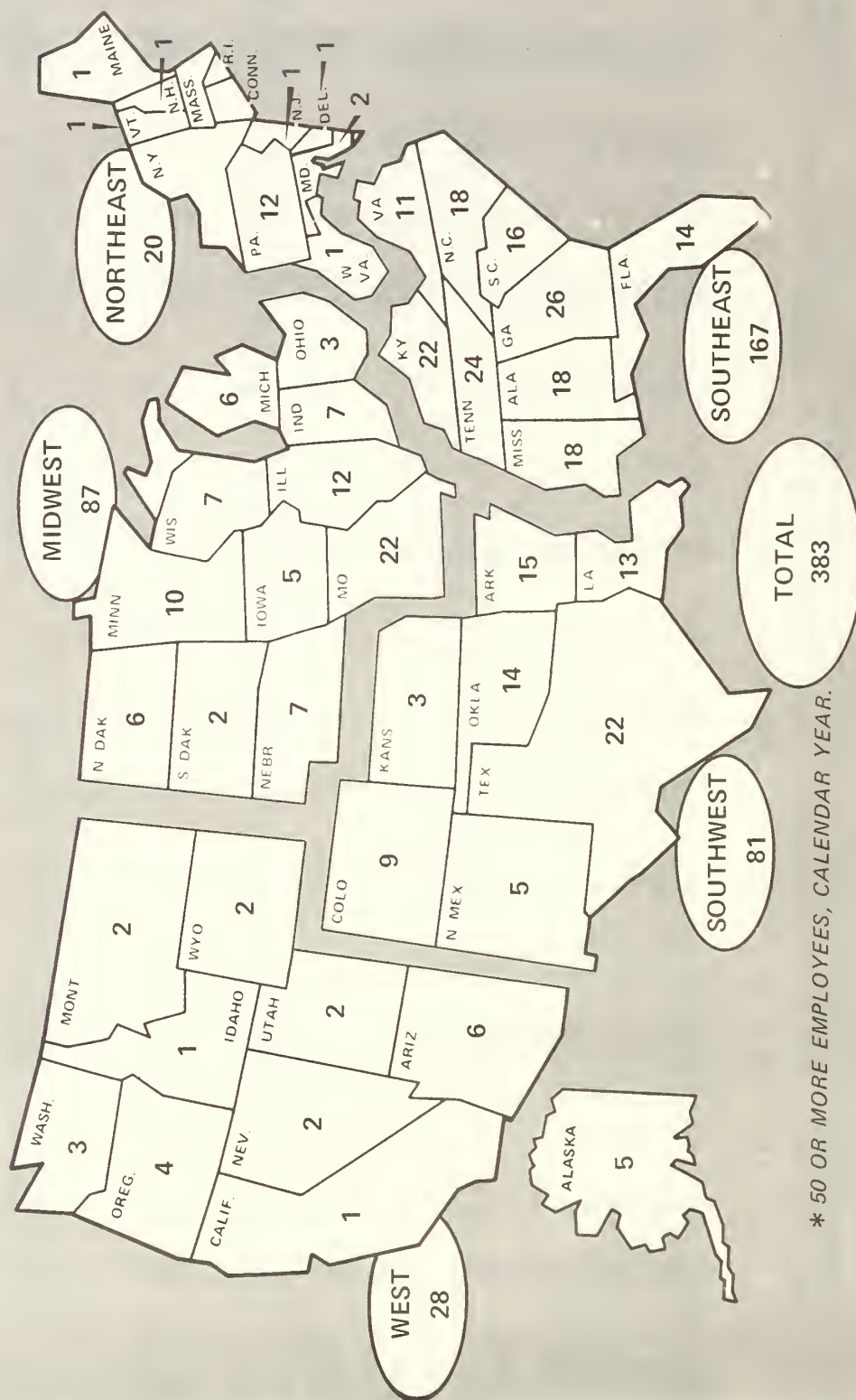
Table 3-15 (Continued) — Number of Employees by Job Category Employed at REA Electric and Telephone Borrowers During 1974 (50 or more employees) by State and Region

State and Region	Craftsmen(Skilled)			Operatives(Semi-Skill)			Laborers(Unskill)			Service Workers			Blue Collar			Total (All Emp.)		
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
	: Total : MIN : Female			: Total : MIN : Female			: Total : MIN : Female			: Total : MIN : Female			: Total : MIN : Female			: Total : MIN : Female		
Midwest																		
Illinois	331	1	--	81	1	--	--	56	--	--	19	--	2	487	2	2	868	
Indiana	126	3	--	148	--	39	--	24	--	55	1	4	4	353	4	43	536	
Iowa	290	--	1	112	1	39	--	27	--	13	--	--	4	442	1	44	717	
Michigan	4	4	--	59	--	3	--	33	--	10	--	3	6	266	4	6	442	
Minnesota	527	4	5	119	1	55	--	46	--	37	--	--	22	729	5	83	1,405	
Missouri	885	8	1	347	1	86	3	77	3	--	64	3	13	1,373	15	100	2,421	
Nebraska	251	2	--	68	--	3	--	16	--	1	11	--	5	346	2	9	551	
N. Dakota	202	1	--	140	2	--	1	15	--	20	--	--	2	377	3	3	766	
Ohio	98	--	--	41	--	--	--	14	--	7	--	2	--	160	--	2	277	
S. Dakota	44	--	1	16	--	--	--	11	--	4	1	--	1	75	1	1	153	
Wisconsin	349	--	--	208	--	34	--	14	--	28	--	14	--	599	--	48	1,101	
Total	3,267	23	8	1,339	6	259	3	333	3	3	268	5	71	5,207	37	341	9,237	
69																	2,128	
Southwest																		
Arkansas	621	16	7	255	24	95	--	90	2	--	40	6	5	1,006	48	107	1,735	
Colorado	191	2	--	139	8	1	--	24	--	13	--	--	--	367	10	1	751	
Kansas	160	5	--	32	1	--	--	15	1	--	5	--	--	212	7	--	362	
Louisiana	393	21	1	147	24	--	--	120	57	2	20	11	5	680	113	8	1,115	
New Mexico	118	48	--	47	13	--	--	31	14	1	9	8	2	205	83	3	328	
Oklahoma	290	12	--	193	15	4	--	77	7	1	21	3	2	581	37	7	1,130	
Texas	643	49	12	297	71	2	--	147	59	1	47	28	10	1,134	207	25	2,144	
Total	2,416	153	20	1,110	156	102	5	504	140	5	155	56	24	4,185	505	151	7,565	
700																	2,029	
West																		
Alaska	210	12	--	38	2	4	--	2	--	--	2	--	--	252	14	4	516	
Arizona	205	36	--	46	13	1	--	44	7	1	5	1	--	345	57	3	671	
California	921	93	14	46	4	2	--	--	--	--	--	--	--	967	97	16	2,490	
Hawaii	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Idaho	31	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	--	
Montana	34	2	--	13	--	--	--	--	--	--	5	--	2	33	--	1	38	
Nevada	287	9	--	142	15	1	--	65	10	--	16	1	5	510	35	6	974	
Oregon	75	1	1	35	2	1	--	8	--	1	4	--	1	122	3	4	259	
Utah	86	3	1	33	--	1	--	2	1	--	2	--	--	123	4	2	236	
Washington	271	6	3	48	2	1	--	10	--	--	2	1	--	331	9	4	603	
Wyoming	37	1	1	21	--	--	--	8	--	3	3	--	1	69	1	2	119	
Total	2,157	163	20	469	38	11	2	139	18	2	39	3	10	2,804	222	43	6,056	
566																	2,024	
Total All Regions	14,814	712	202	5,398	486	414	13	2,262	555	13	989	322	284	23,463	2,075	913	45,657	
3,355																	13,207	

1974's LOCATION OF REA ELECTRIC AND TELEPHONE BORROWERS*

(Assigned to the USDA for Compliance Responsibility)

LATEST STATISTICS AVAILABLE



* 50 OR MORE EMPLOYEES, CALENDAR YEAR.

FIGURE 3-4

CONSTRUCTION

The total number of construction contracts entered into by agencies of the US Department of Agriculture is identified by the five agencies involved and total 3,090 contracts with a dollar value of \$945,385.112. The Farmers Home Administration has the most contracts (2,367) with the largest dollar value (\$794,789,990).

The five largest states in contract volume are as follows:

<u>State</u>	<u>Number of Contracts</u>
Iowa	188
Texas	185
Wisconsin	135
Pennsylvania	132
Minnesota	121

Table 3-16 — Number and Value of USDA Construction Contracts Assigned to USDA
for Compliance Responsibility by State and Region by USDA Agency Awarding Contracts During Fiscal Year 1976

State and Region	Forest Service :			Soil Conservation :			Agricultural :			Farmers Home :			Animal and Plant :			Total
	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	
Northeast																
Connecticut	--	\$	807,510	4	\$	807,510	--	\$	1,846,409	3	\$	1,846,409	--	\$	2,653,919	
Delaware	--	--	247,074	5	--	247,074	--	--	10,537,564	21	--	10,537,564	--	--	10,784,638	
District of Columbia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Maine	--	--	356,051	1	--	356,051	--	--	27,358,388	35	--	27,358,388	--	--	27,714,439	
Maryland	--	--	1,747,710	8	--	1,747,710	12	--	607,189	6	--	607,189	--	--	4,291,844	
Massachusetts	--	--	2,038,476	4	--	2,038,476	--	--	8,148,321	22	--	8,148,321	1	--	10,303,497	
New Hampshire	--	--	124,331	3	--	124,331	--	--	5,367,422	5	--	5,367,422	--	--	5,491,753	
New Jersey	--	--	1,590,609	1	--	1,590,609	--	--	16,625,394	25	--	16,625,394	--	--	18,216,003	
New York	--	--	675,636	2	--	675,636	5	--	1,894,496	32	--	1,894,496	1	--	19,670,459	
Pennsylvania	3	225,663	3,029,031	6	--	3,029,031	1	--	54,368,135	122	--	54,368,135	--	--	57,763,329	
Rhode Island	--	--	--	--	--	--	--	--	148,863	2	--	148,863	--	--	148,863	
Vermont	1	91,585	67,954	2	--	67,954	--	--	16,328,708	26	--	16,328,708	--	--	16,488,247	
West Virginia	3	749,847	--	--	--	--	--	--	33,997,850	46	--	33,997,850	--	--	34,747,697	
Total	7	\$1,067,095	\$10,684,382	36	\$10,684,382	\$10,684,382	18	\$3,971,941	\$192,324,570	345	\$192,324,570	\$226,700	2	\$226,700	\$208,274,688	
Southeast																
Alabama	3	\$	197,188	12	\$	862,162	--	\$	19,761,664	70	\$	19,761,664	--	--	20,821,014	
Florida	3	172,474	5	5	262,700	262,700	3	101,560	10,156,333	20	--	10,156,333	--	--	10,693,067	
Georgia	1	36,647	6	1	1,200,111	1,200,111	--	--	25,385,739	47	--	25,385,739	--	--	26,622,497	
Kentucky	1	179,950	9	2	2,965,440	2,965,440	--	--	7,086,718	27	--	7,086,718	--	--	10,232,108	
Mississippi	5	233,089	23	4	4,450,704	4,450,704	1	89,724	23,902,720	86	--	23,902,720	--	--	28,676,237	
North Carolina	6	136,373	4	1	1,875,212	1,875,212	1	45,812	32,408,139	86	--	32,408,139	--	--	34,465,536	
South Carolina	1	168,997	10	7	753,396	753,396	--	--	24,208,463	86	--	24,208,463	--	--	25,130,856	
Tennessee	--	--	3	3	626,739	626,739	--	--	28,825,996	99	--	28,825,996	--	--	29,452,735	
Virginia	--	--	4	4	603,029	603,029	--	--	15,767,897	23	--	15,767,897	--	--	16,370,926	
Total	20	\$1,124,718	76	\$13,599,493	\$13,599,493	\$13,599,493	5	\$237,096	\$187,503,669	544	\$187,503,669	\$226,700	--	\$226,700	\$202,464,976	
Midwest																
Illinois	3	\$	187,751	7	\$	4,278,686	1	\$	23,269,221	85	\$	23,269,221	--	\$	27,871,780	
Indiana	--	--	4	4	357,174	357,174	--	--	23,115,011	48	--	23,115,011	--	--	23,472,185	
Iowa	--	--	13	13	3,164,895	3,164,895	2	82,000	38,061,350	172	--	38,061,350	1	--	50,008,245	
Michigan	--	--	2	2	84,949	84,949	1	22,300	15,022,635	48	--	15,022,635	--	--	15,129,884	
Minnesota	7	297,301	15	1	1,140,291	1,140,291	2	99,565	30,207,675	97	--	30,207,675	--	--	31,744,832	
Missouri	2	362,960	8	8	122,018	122,018	--	--	20,955,546	94	--	20,955,546	--	--	21,440,524	
Nebraska	1	28,713	13	2	2,615,136	2,615,136	6	9,661,614	2,771,685	17	--	2,771,685	--	--	37,148	
North Dakota	--	--	10	10	2,103,910	2,103,910	2	314,969	6,603,737	43	--	6,603,737	--	--	15,077,148	
Ohio	--	--	6	6	1,554,009	1,554,009	2	125,810	36,172,788	85	--	36,172,788	--	--	37,852,607	
South Dakota	--	--	2	2	302,875	302,875	--	--	15,681,646	49	--	15,681,646	--	--	15,984,521	
Wisconsin	3	520,549	3	3	95,223	95,223	1	134,025	22,134,574	128	--	22,134,574	--	--	22,884,371	
Total	16	\$1,397,274	83	\$15,819,166	\$15,819,166	\$15,819,166	17	\$10,576,405	\$233,995,868	866	\$233,995,868	\$8,700,000	1	\$8,700,000	\$270,488,713	

Table 3-16 (Continued)—Number and Value of USDA Construction Contracts Assigned to USDA
for Compliance Responsibility by State and Region by USDA Agency Awarding Contracts During Fiscal Year 1976

State and Region	Forest Service			Soil Conservation			Agricultural			Farmers Home			Animal and Plant			Total		
	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value	No.	Dol.	Contract : Value
Southwest																		
Arkansas	1	\$ 248,826	9 \$ 8,885,866	--	\$ --		57	\$12,316,346	--	--		67	\$ 21,451,038					
Colorado	15	872,833	3 1,524,122	1	13,262		32	13,517,792	--	--		51	15,928,009					
Kansas	--	--	19 3,740,768	1	94,500		45	10,324,927	--	--		65	14,160,195					
Louisiana	3	110,094	13 6,177,260	6	299,554		43	7,310,746	--	--		65	13,897,654					
New Mexico	9	350,191	4 1,304,615	2	74,848		22	3,860,210	--	--		37	5,589,864					
Oklahoma	1	321,000	34 6,136,512	3	101,664		46	12,074,109	--	--		84	18,633,285					
Texas	5	372,736	33 6,585,075	3	633,748		144	46,178,759	--	--		185	53,770,318					
Total	34	\$ 2,275,680	115 \$34,354,218	16	\$1,217,576		389	\$105,582,889	--	--		554	\$143,430,363					
West																		
Alaska	1	165,703	--	\$ --			--	\$ --	--	--		1	\$ 165,703					
Arizona	18	2,194,064	1 766,738	1	17,990		16	4,754,780	--	--		36	7,733,572					
California	54	6,186,894	15 6,933,296	3	88,920		48	29,434,125	--	--		120	42,643,235					
Hawaii	--	--	4 1,309,965	--	--		--	--	--	--		4	1,309,965					
Idaho	26	3,500,557	2 166,242	--	--		27	4,851,975	--	--		55	8,518,774					
Montana	17	2,391,852	6 1,137,947	1	19,585		18	9,469,726	--	--		42	13,019,110					
Nevada	2	478,914	--	--	--		--	--	--	--		2	478,914					
Oregon	51	7,898,151	8 1,869,997	2	110,702		45	10,404,508	--	--		106	20,283,358					
Utah	7	1,549,421	11 2,433,722	2	43,348		25	6,301,460	--	--		45	10,327,951					
Washington	27	4,438,885	4 606,634	2	51,872		38	8,626,381	--	--		71	13,723,772					
Wyoming	9	778,169	2 181,475	1	22,335		6	1,540,039	--	--		18	2,522,018					
Total	212	\$29,582,610	53 \$15,406,016	12	\$ 354,752		223	\$75,382,994	--	--		500	\$120,726,372					
Total All Regions	289	\$35,447,377	363 \$89,863,275	68	\$16,357,770		2,367	\$794,789,990	3	\$8,926,700		3,090	\$945,385,112					

Source: Extracted from USDA agency submissions.

Note: Figures reported in even dollars.

NUMBER OF USDA CONSTRUCTION CONTRACTS AWARDED IN FY 1976 (Assigned to the USDA for Compliance Responsibility)

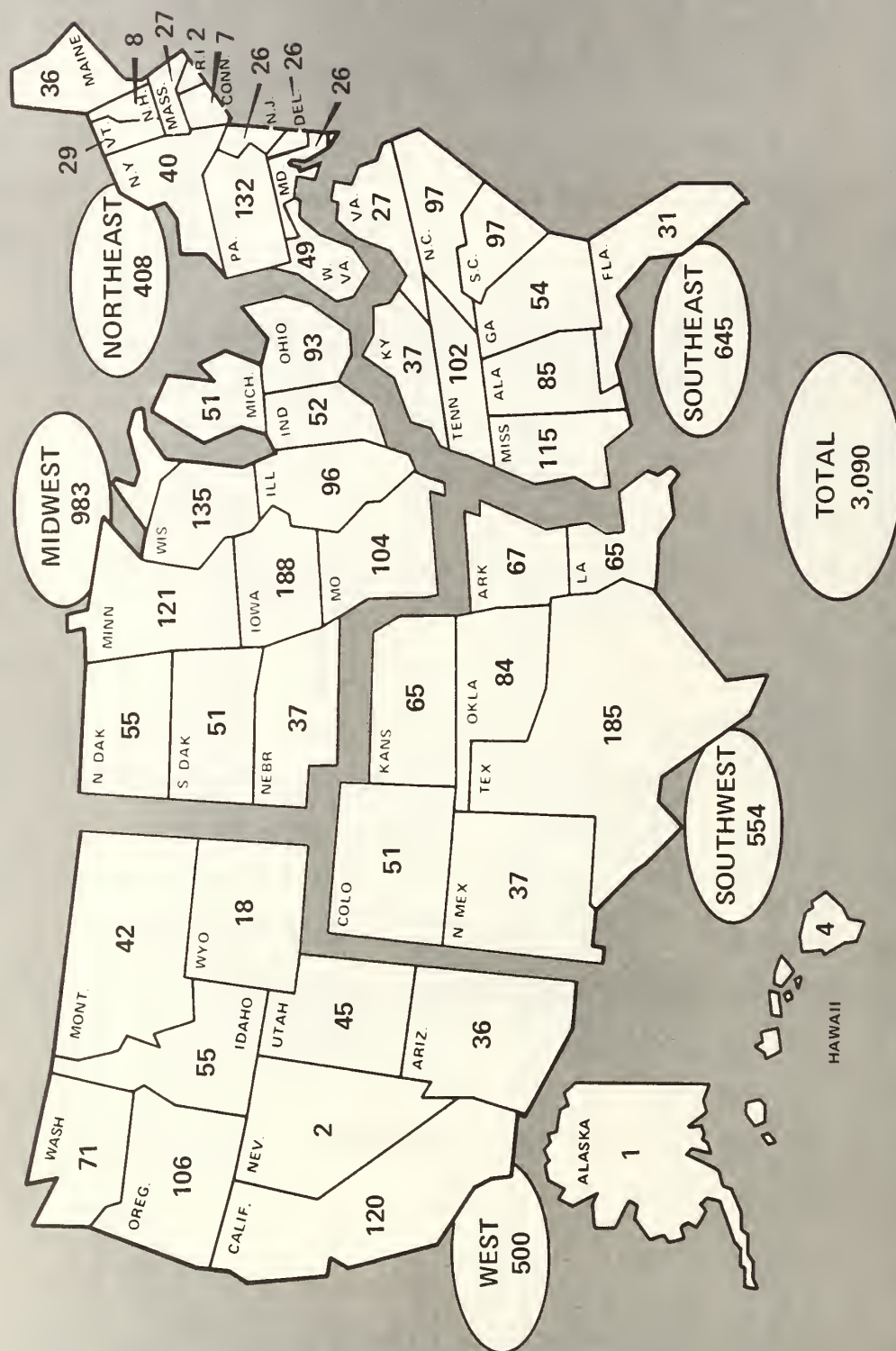
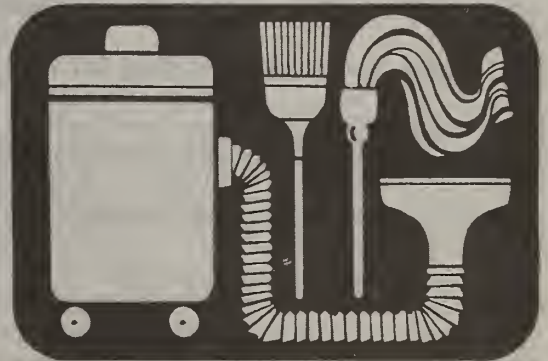


FIGURE 3-5

USDA MINORITY BUSINESS ASSISTANCE

Section 4



Statement of the Problem

Approximately 35 million Americans are black, Spanish-speaking, Indian, Aleutian, or of Asian descent -- about 17 percent of our total population. Yet, they presently own only about 4 percent of America's businesses. These businesses, in turn, account for less than 1 percent of our national gross business receipts.

The basic disparity in business ownership and receipts is large. Only 9 percent of minority businesses have more than five employees and \$200,000 in gross receipts. Manufacturing and other capital intensive businesses remain virtually out of reach. Equity is all too scarce and management capability, essential to business success, is frequently lacking.

Minorities have long had inadequate access to business opportunities; they need assistance to start new businesses and expand existing ones. There is a need also for wider access to business resources such as capital (debt and equity) and profitable markets. Loans and equity funding are difficult to obtain for all new businesses, especially minority-owned ones. Obtaining a profitable share of the market and keeping it is often as difficult as establishing the business.

Finally, there is a need for education and training to increase the business management skills of minority entrepreneurs.

The severe shortage of potential minority entrepreneurs with general business skills is a result of their historic exclusion from the mainstream economy. Many minority businesses need new or improved business management skills before they can fully participate in the American marketplace.

A related problem is the presence of commonly held assumptions and beliefs within the entire community concerning the business capabilities of minority people. These negative assumptions and false beliefs should be vigorously challenged where they exist. With equal access to capital resources, managerial and technical assistance, procurement and market opportunities, and business education minority businesses have as good a chance to succeed and perform as any other business.

A national program has been created to solve these problems by creating conditions in the Federal and private marketplace which will foster significant minority business success and profits. Without individual demonstrations of successful integration into the business mainstream, investors, suppliers and purchasers will not offer the participation required to change perceptibly the ownership imbalance. The results achieved in the business world by individual minority men and women will mark our progress.

Executive Order 11625, issued October 13, 1971, describes the need for developing and coordinating a Government-wide program for minority enterprise. The Order emphasizes the role of the Secretary of Commerce, and particularly the Office of Minority Business Enterprise (OMBE), in coordinating minority business development activities.

The Interagency Council

The Interagency Council was created to act as a central point for emphasizing administration policy on minority business enterprise and coordinating the Federal effort. The Council is chaired by the Under Secretary of Commerce and members include the Under Secretary or Deputy Administrator of every major Federal department and agency with resources to promote and sustain minority business.

Under the auspices of the Interagency Council, functional areas have been identified and committees set up to deal with the issues and problems confronting the minority enterprise effort. The committees are as follows:

- Procurement
- Business Management Development
- American Indian Business Development
- Special Programs (including finance, regulatory practices and business opportunities)
- MBOC Coordination
- Data Services

Membership on the above committees is made up of representatives of the major Federal departments and agencies. The Department of Agriculture is represented on each of these committees and chairs the Special Programs Committee.

Minority Business Opportunity Committees

Throughout the Federal Government there are a significant number of programs oriented to promoting the development of minority business enterprise. The problems of coordinating them is a large one, and one which require participation at all Federal levels both in Washington and in the field. A special mechanism for accomplishing this task at the local level is the Minority Business Opportunity Committee (MBOC).

The Executive Office of the President, the Office of Management and Budget, is charged with responsibility for monitoring the progress of high-priority programs and guiding the local Federal Executive Boards and Federal Executive Associations. Top officials of the Federal agencies in each locality hold FEB or FEA membership. These organizations assist in carrying out certain Presidential programs such as the minority enterprise program.

MBOCs are standing committees of each FEB and some FEAs. They are responsible for supporting and implementing the national programs within the Federal governmental structure, and for bringing together local heads of Government agencies so that they may improve the availability of government financing, procurement opportunities, technical advice, and other business resources. By November 1976, 36 MBOCs were in operation, of which 26 were in FEB cities and 10 were in FEA

cities. The Department of Agriculture has designated a representative in 20 of these cities. In the remaining 16 cities, the Minority Business Assistance Division, Office of Equal Opportunity, is the contact for USDA efforts relating to minority business enterprise matters.

OMBE and OMB are currently studying the possibility of adding MBOCs in other FEA cities. It is desirable to establish an MBOC in localities which have a potential for minority entrepreneurship and a substantial Federal presence. Because of the geographical dispersion of the MBOCs and the unique nature of individual communities, a high degree of local autonomy is required.

USDA Minority Business Enterprise Program

The responsibility for coordinating the Minority Business Program within the Department of Agriculture is delegated to the Minority Business Assistance Division, Office of Equal Opportunity.

Procurement Assistance

Section 8(a) of the Small Business Act has been used effectively in recent years to enable small minority businesses to contract with the Federal Government. This provision authorizes the Small Business Administration (SBA) to channel Government purchases directly to minority firms on a non-competitive basis. The SBA does this by negotiating contracts with Federal agencies for supplies, services, and construction, and then subcontracting to a minority firm.

Experience has shown that an 8(a) procurement is most easily accomplished if it is identified at the requirement level and diverted into 8(a) status before it gets into regular procurement channels. This function is the responsibility of the contracting officer in each agency's procurement office. Difficulty here often stems from the user's reluctance to risk a requirement (which is typically seen as "highest priority") to an unknown or untried minority firm.

Section 8(a) Goal Setting

If progress in the minority enterprise program is to be measurable, realistic goals must be set. These goals are determined by each agency after considering such local factors as specialized minority business needs, agency budgets, procurement authority and activity, and the availability of minority resources. Goals should be quantified in terms of dollar amounts. Results can then be measured against the total procurement dollars spent. Federal bank deposits, business concessions, and training programs are also examples of areas in which goals can be quantified.

It is important to remember that minority business development is a long-term process. In setting goals therefore, long range business success should be kept in mind as a measurable objective.

The agencies of the Department began setting their own 8(a) goals beginning with Fiscal Year 1975. Notable progress has been achieved in the dollar volume of contracts awarded through the 8(a) program since this practice was initiated. See figure 4-1.

Minority Bank Deposits

As part of the national program for minority business enterprise, Government agencies are requested to deposit funds in minority-owned banks. In this phase of the program the Minority Business Assistance Division promotes the Department's commitment to increase deposits in minority-owned banks with funds that are directly and/or indirectly under the Department's control or influence.

Since the programs inception the number of minority-owned banks has increased from 31 to 85. USDA deposits in minority-owned banks as compared to total deposits in those cities where minority-owned banks are located are shown in figure 4-2.

FIGURE 4-1
TOTAL USDA 8(a) PROCUREMENT
BY ETHNIC GROUPS

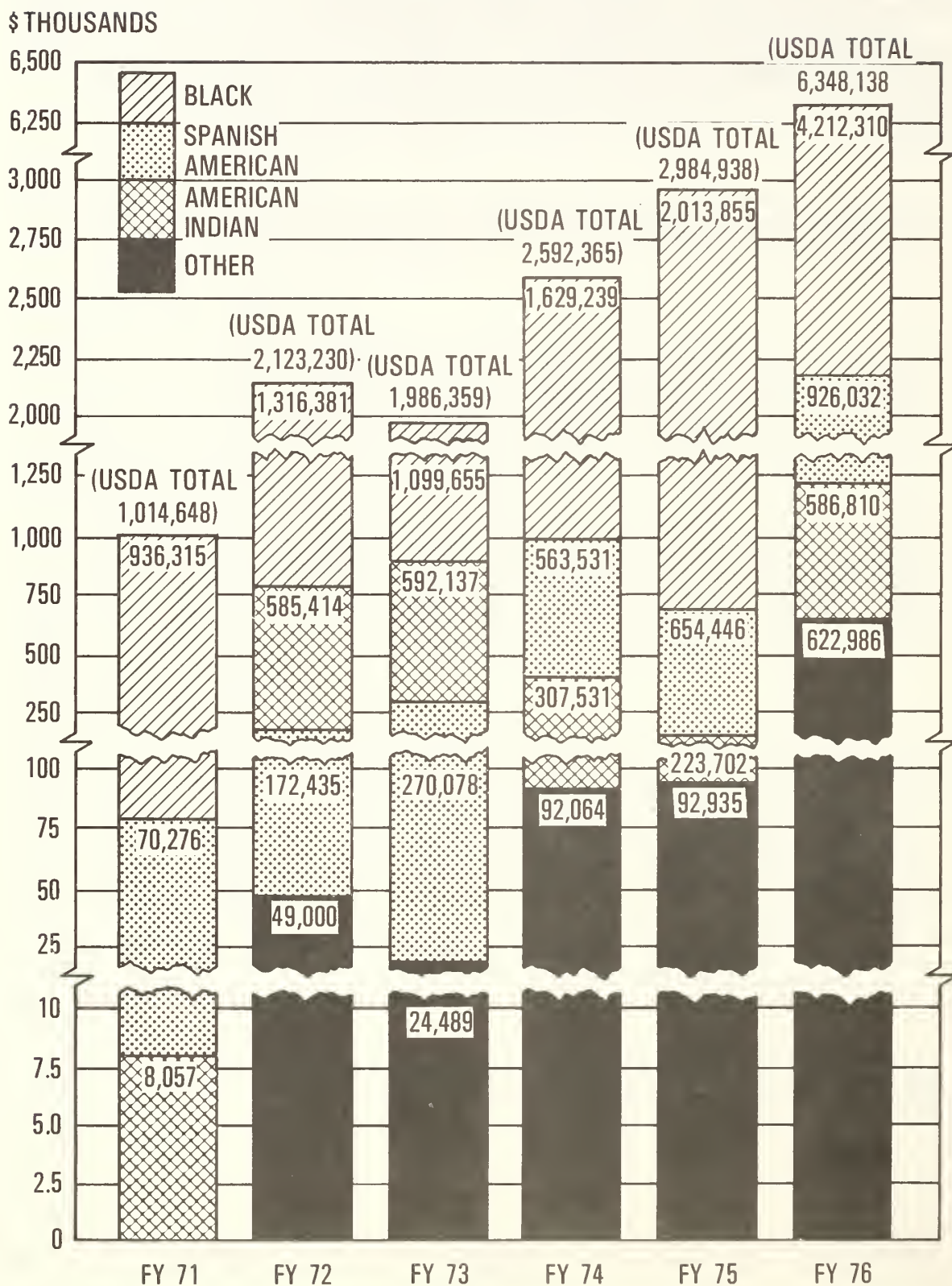


FIGURE 4-2
USDA BANK DEPOSITS IN CITIES WHERE
MINORITY-OWNED BANKS ARE LOCATED, FY 1972-76
Millions of Dollars

